

Law Enforcement News

Vol. XVIII, No. 366

A publication of John Jay College of Criminal Justice/CUNY

October 15, 1992

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Full circle on radar/cancer issue

Two agencies in Ohio, where trooper first raised police concerns, now order retooling of units to limit risk to officers' health

Responding to safety concerns voiced by officers and union officials, two of Ohio's largest law enforcement agencies began retrofitting radar units last month to eliminate unnecessary exposure to radiation emitted by the devices, which some believe could lead to the development of cancer.

Columbus Police Chief James G. Jackson ordered the department's 50 K-55 radar units taken out of cruisers shortly after meeting with Dewey Stokes, the national president of the Fraternal Order of Police, and other members of the FOP executive board on Sept. 2. The FOP has expressed concern about reports that officers who are exposed to radar emissions for long periods of time may run a higher-than-average risk of developing rare, sometimes fatal cancers.

FOP officials had successfully included the radar safety issue in contract negotiations with the Ohio State Highway Patrol, which also announced a plan to retrofit radar units shortly after Columbus police officials told their decision.

Stokes told LEN he welcomed the actions and said the cost of retrofitting and weatherproofing the devices so that they can be mounted

outside the vehicles — which could total thousands of dollars — was insignificant compared to the value of officer safety. "It's a relatively insignificant amount of expenditure to provide additional protection for law enforcement officers and their families. When it's compared to the alternative — cancer — and the cost of treatment, I think it's a small price to pay," said Stokes.

In 1991, a study conducted for the Highway Patrol by the Columbus-based Batelle Institute found that the radar devices' emission levels were well below a highly contested exposure standard drafted by the American National Standards Institute. At that time, patrol officials said the devices appeared safe and that no adjustments were warranted. But with the steady increase in reports of police officers becoming ill with rare cancers after using the devices for years, officials apparently had a change of heart. [See LEN, March 15, 1991.]

Patrol spokesman Sgt. John Born told LEN that the decision was made after months of discussion among FOP officials, concerned troopers and patrol officials, who reviewed "lots of conflicting evidence" about the radar-cancer claims. "It's in response to some health concerns that were raised by

some troopers and other officers across the country," Born told LEN.

Born said over 1,000 units will be affected, and batches of them are being sent to the MPH Industries factory in Owensboro, Ky., for retooling. Once the adjustments are made by MPH, the antennas can then be mounted on the left rear of cruisers, he added.

Born estimated the cost of the adjustments at \$150 to \$175 per unit, and added that officials hoped the task could be completed by the end of October. Representatives of MPH did not return calls from LEN for comment.

In Columbus, about 50 units manufactured by MPH are affected by Jackson's order to mount the units outside the cruisers. Jackson had ordered the use of the Police Division's 18 hand-held radar units discontinued in August. Stokes, for one, was impressed with Jackson's swift action.

"What got me was once the Chief sat down with us and listened to what we were talking about, he agreed that the officer's protection was above the cost incurred. He took quick, decisive action on it. He did not hesitate — that day they were out," Stokes said.

Lieut. Karl Barth of the Police Division's traffic bureau told LEN that police officials did not yet know how much it

would cost to retrofit the units. Until that can be ascertained — and funds are allocated by the City Council — the devices will be fixed to temporary mounts on light bars and hoods using brackets that cost about 90 cents apiece. Barth said the agency has noticed that the retrofit has actually increased the range of the devices "in most cases."

The temporary mounts will allow for the continued use of the devices, except in rain or other inclement weather, when the department will fall back on VASCAR (Visual Average Speed Computer and Recorder) devices, said Barth. "The temporary bracket is taking care of the job. The men can go out, still run radar, and we can be active in pursuit of the speeders," he said.

Ohio State Highway Patrol trooper Gary Poynter, whose initial research into the radar issue appeared in Law Enforcement News in 1990 and who was present at the meeting between Jackson and FOP officials, said he welcomed the agencies' decision. "I was happy that it happened," he said, "but I just think it took too long. The decision process took too long, and in the interim, officers were being exposed."

Carjacking takes hold in Washington, and the Feds sit up and take notice

The relatively new phenomenon of "carjacking" — in which drivers are forced out of their cars by armed criminals who then commandeer the vehicles — would become a new Federal offense punishable by 15 years in prison under legislation approved by the Senate on Sept. 29.

The passage of the bill, approved as part of a \$34.4-billion tax measure, followed a dizzying series of developments involving the offense. Carjacking, which has been an increasing urban phenomenon since last year, caught the Federal Government's attention after a highly publicized incident Sept. 8 in which a 34-year-old woman was killed after two men had forced her out

of her car at a stop sign in suburban Maryland.

Pamela Basu, who was taking her 22-month-old daughter to her first day of preschool, was dragged for nearly two miles by the thieves, who also tossed her daughter, still in her car seat,

Members of both the House and Senate introduced measures to make the offense a Federal crime. In the Senate version, convicted offenders would receive life prison terms in cases where a carjacking involving a firearm resulted in the death of an innocent per-

son. Trafficking in stolen cars would be punishable by 5 to 10 years in prison. A House bill added language requiring auto manufacturers to permanently inscribe Vehicle Identification Numbers on the engine, frame, transmission, windows and other "major parts" of the vehicle. Supporters contend the VIN's can help police trace stolen vehicles. As LEN was going to press, a compromise version was approved and sent to President Bush as one of the last items of business before the pre-election adjournment.

President Bush, on the campaign trail in St. Louis earlier this month, proposed the Federal death penalty for carjackers whose crimes result in death, with life terms for non-fatal offenses. The crime, which gained prominence about five years ago, has in-

creased in recent months in urban areas around the United States. Last summer, Detroit police officials came up with an official crime category to describe carjacking — "robbery armed, unlawful driving away an auto." At the time, Detroit police reported as many as 10 cars a day being seized from their owners by gun-wielding thieves. Shortly after, Miami officials reported a rash of carjacking incidents.

The phenomenon has apparently taken hold nationwide. A computer study by The Washington Post showed at least 245 carjackings occurred in the Washington, D.C.-area between Jan. 1 and Aug. 6, with at least five deaths resulting from the incidents. In one of the most recent incidents, an off-duty FBI agent shot and killed a thief who was driving off with his car.

The crime wave prompted Sessions to put the bureau's energies on preventing the thefts — even though the offense is not a Federal crime. "We consider carjacking a violent crime that deserves the full attention of the FBI," he said in a statement issued Sept. 15. The Director said agents of a newly formed violent crime task force would be assigned to investigate cases.

"Decoys are a viable option," Special Agent Frank Scalfidi told The Associated Press. "If the FBI can help in any

"Try to simply say, 'Yes, here. Take my keys. Take my car. Thank you.'"

— FBI Director William S. Sessions' advice to carjacking victims.

into the road. The woman's arm had apparently become entangled in the car's seat belt mechanism. Upon realizing that Basu was stuck to the car, the driver allegedly attempted to dislodge her by ramming the vehicle into a fence. The Savage, Md., woman died of massive internal injuries; her daughter miraculously escaped physical harm. The two men were arrested and charged with murder.

Since the Basu killing:
An FBI survey found that the armed thefts of cars in garages, shopping center parking lots and at traffic stops had become a serious crime problem nationwide. FBI Director William S. Sessions said the crime had become so extensive that it would no longer be considered simple auto theft, but rather would be treated as a violent crime.

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What They Are Saying:

"If I agreed with the news media all of the time, I guess I wouldn't be the conservative that I am, and that we law enforcement officers generally are."

— Volusia County, Fla., Sheriff Bob Vogel, objecting to a series of articles in *The Orlando Sentinel*, which alleged violations of the state's contraband seizure law. (7:4)

Around the Nation

Northeast

CONNECTICUT — The Stamford Board of Ethics ruled last month that ex-Mayor Thom Serrani violated the city's ethics code when the city bought a \$2-million 911 system without soliciting bids. Serrani condoned the purchase, the board ruled, because he signed blank or incomplete bid waivers.

Former Madison Police Chief Dennis Anziano pleaded innocent last month to larceny and attempted larceny. Prosecutors say he used town money to buy a storage shed and tires for his pickup truck. [See LEN, July/August 1992.]

The Labor Relations Board ordered the reinstatement of Hartford police officer, Ezequiel Laureano, who was fired for striking a handcuffed student during a 1991 riot at the University of Hartford.

DELAWARE — State Police have seized \$959,000 from people suspected of being involved in drug activity, said Capt. Raymond Hancock, who heads the agency's Financial and Organized Crime Unit. The money is deposited into a fund used by all police agencies statewide.

DISTRICT OF COLUMBIA — In the latest tactic in the battle against prostitutes, Metropolitan police officers in drag are working as decoys in an attempt to snare johns. Officer Roy Thompson apparently looked so enticing in his \$50 dress that he was solicited by three men in an hour. Two of the three arrests led to convictions.

Metropolitan police officer Michael Miller, who continued pursue suspects even though he had been shot in the chest Sept. 1, was awarded the National Peace Officers Citation last month.

MAINE — The Portland Police Department's narcotics unit and the Maine Drug Enforcement Agency's Cumberland County unit merged early this month in a move that authorities said would strengthen enforcement and ease budget constraints.

MARYLAND — Baltimore police officer Ira Weiner, 28, died of wounds Sept. 20 after being shot two days earlier when he attempted to stop a domestic dispute.

Baltimore Mayor Kurt Schmoke said that a court order forcing the city to pay \$3.3 million to police officers and teachers who had been furloughed for 2+ days earlier this year could result in layoffs. A judge ruled last month that budget constraints don't allow the city to break the terms of union contracts.

Baltimore County Police Chief Cornelius Behan said he would ask county officials to spend \$336,000 in drug forfeiture funds to buy a new plane and other drug-fighting equipment.

MASSACHUSETTS — People prone to committing domestic violence would have more difficulty obtaining a gun, under a proposal by Boston officials. The plan calls for police to deny firearms permits to those who have been served with restraining orders.

National Guard troops were deployed to Lawrence this month to help county jail crews board up vacant buildings in an effort to deter arsonists. Over 130 buildings have been set on fire in the former textile mill town, leaving nearly 200 people homeless.

NEW HAMPSHIRE — A magazine last month quoted Rockingham County Prosecutor Carleton Eldredge as saying men who rape their dates should not be punished as harshly as men who rape strangers. Eldredge said the comments were taken out of context by the reporter who wrote the Hampshire East magazine interview.

NEW JERSEY — A grand jury accused three Newark police officers Sept. 29 of taking the law into their own hands when they ambushed a car-theft suspect and tried to cover up their actions after one of them fired a shot from an illegal handgun that critically wounded the youth last June. Officer Kenneth Holloway Jr. was charged with aggravated assault in the shooting of 17-year-old Howard Caesar. He and two other officers, Jose Montalvo and Gerard Piacenza, were charged with conspiracy and misconduct in filing false or misleading information. The incident focused national attention on the rash of car thefts and resulting clashes — some fatal — between police and car thieves in the Newark area. Caesar, who suffered abdominal wounds, was released from the hospital three days before the indictment.

NEW YORK — New York City-area authorities last month rounded up members of a suburban crime gang whose members teamed up with a gang from the Bronx to kidnap and extort money from people they believed were major drug dealers. Six men suspected in at least four homicides and six kidnappings were arrested Sept. 29 after an 18-month probe. Four others are being sought. Police said the Bronx gang, dubbed "The Crew," would target suspected drug dealers, then contact members of the suburban-based "Cowboys," who impersonated police officers and Drug Enforcement Administration agents to abduct the victims by pretending to arrest them.

Reported crime in New York City continued to decline through the first six months of this year, with homicides dropping by 11 percent compared to the same period in 1991. Overall crime in the city has dipped 6.8 percent — a decrease that Acting Police Commissioner Raymond Kelly attributed to more officers patrolling the streets.

PENNSYLVANIA — A grand jury is probing the death this past June of Charles Mathews, 54, who was hit by 22 bullets fired by Philadelphia police when they responded to neighbors' reports that he was waving a gun inside his house. Mathews' gun was later found to be unloaded.

An Edensburg man faces up to 1,002 years in prison and nearly \$2 million in fines after his conviction last month on 114 counts of sexual and physical abuse of his daughter. Rickie Gaddis, 35, was convicted of raping his daughter numerous times after she turned 11, and sticking needles under her nails and through her breasts.

RHODE ISLAND — About two dozen

police from nine communities were called in to calm down a crowd of 500 Bryant College students who were protesting stricter alcohol regulations on the Smithfield campus last month. Police seized three kegs of beer from a dormitory to enforce new rules that ban students from carrying open containers and cups outside.

Southeast

ALABAMA — Despite the entreaties of crime victims, legislators approved bills that will allow the release of some inmates — most habitual offenders — sentenced to life without parole. Gov. Guy Hunt has until Oct. 13 to sign the bill into law.

ARKANSAS — A panel headed by Lieut. Gov. Jim Guy Tucker has proposed that a new commission be set up to monitor the prison system, replacing the state Correction Board. The panel said the proposal would make the system more efficient and ease chronic prison overcrowding, eliminating the need to build new prisons. The plan will be sent to legislators in January.

Jerald Parker used part of a \$600,000 inheritance to pay the state for the \$13,723 cost of his incarceration from November 1990 to June 1992. State law allows officials to seek reimbursement from those able to afford it.

FLORIDA — Trial began in Miami last month in the case of four current and former Dade County judges accused of taking \$250,000 in bribes to lower bonds and release information to alleged drug dealers. The trial is expected to last four months.

Escambia County sheriff's deputies faked a woman's murder to nab her estranged husband in a murder-for-hire plot. They draped crime scene tape across her front door and an ambulance crew removed what appeared to be a body. Charles Lurie was charged Sept. 27 with trying to hire a hit man to kill his wife, Lynn.

The Florida Department of Law Enforcement said the arrest rate of juveniles in the state rose 6.8 percent in 1991. Increases were recorded in arrests for arson, robbery and rape, while those for murder, drugs and prostitution dropped.

LOUISIANA — Baton Rouge Police Chief Greg Phares said last month that Richard Redd, a legal adviser since 1977, was relieved from duty following his booking Sept. 16 on a malfeasance charge. Redd allegedly asked women seeking exotic dancing or modeling licenses to show their breasts at his office in police headquarters.

Shreveport police are trying to find out why Midas, an award-winning police dog, died on a flight home from field trials in Washington, D.C. His handler, Cpl. Tony LeBlanc, said the 7-year-old Belgian Malinois, worth \$5,000, had not appeared ill. Midas aided in 138 felony arrests during his five-year career. A second police dog died of an apparent kidney infection

Sept. 27, two weeks after Midas's death.

MISSISSIPPI — A court-ordered study says the state does not adequately analyze, treat and incarcerate juveniles with psychological problems. The report followed the slaying of sheriff's deputy Tommy Daughdrill, allegedly by a mentally ill teen-ager.

Two Waveland officers remain suspended as authorities probed the Sept. 24 death of Tommy Tier Jr., who was under arrest on suspicion of drug possession. Tyler's family claim he was beaten to death in custody; a pathologist says he had a heart attack.

NORTH CAROLINA — Three men accused of killing off-duty Charlotte police officer Eugene Griffin in 1991 can face the death penalty when they are tried, the state Supreme Court ruled. A lower court had said Griffin was not acting in an official capacity while working as a hotel security guard.

SOUTH CAROLINA — Gov. Carroll Campbell Jr. has appointed Herman Young to replace Fairfield County Sheriff Leroy "Bubba" Montgomery, who resigned Sept. 15 after being charged with misconduct and illegally taking impounded vehicles.

TENNESSEE — As part of a new program to reduce auto thefts, reflective stickers will be placed on cars that will authorize Nashville police to stop the vehicle between 1 A.M. and 5 A.M., the period of time when most auto thefts occur. Unauthorized drivers are subject to detention and arrest when the program starts up in November.

Lincoln County Sheriff Randall Shelton was in critical condition, and his wife, Ann, was in fair condition after being injured in a fiery car crash last month. Alabama resident Kent David Pitman, 32, was charged with vehicular assault, drunken driving and running a red light.

VIRGINIA — The state's Forensic Science Laboratory was to begin compiling a data bank of DNA samples this month, starting with those taken from about 52,000 felons in the state. Police will use the data bank to link suspects with evidence at crime scenes.

Midwest

ILLINOIS — East St. Louis police dispatchers ended a three-day sickout last month after winning promises of raises and better working conditions.

A three-year, \$1.1-million Federal grant will be used to form workshops to help students resolve classroom and schoolyard disputes. The statewide workshops, which were to begin this month, are aimed at decreasing classroom violence.

State officials reported that 88 children died from abuse and neglect in the state in fiscal 1991, and at least 49 more died through June. They added that reported cases of child abuse have nearly tripled since 1981.

MICHIGAN — Gov. John Engler

signed a bill last month designed to hold the Parole Board more accountable and make public safety a bigger factor in parole decisions for convicted criminals.

An \$18-million Federal grant awarded to the University of Michigan at Ann Arbor — its largest grant ever — will be used to survey high school students nationwide about drug, alcohol and tobacco use.

OHIO — Authorities are investigating whether the slaying of a man found floating in a pond is linked to eight other slayings in Ohio, Indiana and Michigan. The body, shot at close range, was found Sept. 23, said Jefferson County Sheriff Fred Abdalla.

State officials approved \$40,000 for repairs to the electric chair, which was last used was in 1963. No execution dates are set, but 121 death sentences are currently being appealed.

A Cincinnati man who was convicted Oct. 1 of setting fire to a home he burglarized, killing five children, faces the death penalty. William Lee Garner, 20, allegedly set the Jan. 26 blaze to destroy his fingerprints.

WEST VIRGINIA — Lawmakers are exploring whether they can reverse a \$1-million award to a man who was wrongly imprisoned for four years on two rape convictions. Some legislators charged that the award to Glen Dale Woodall, who was released last year when his convictions were overturned using DNA analysis, is too high and was approved too quickly.

Drunken-driving felons will clean up dumps in Kanawha County in a program being ironed out by state and county solid-waste officials. If successful, the program could go statewide.

WISCONSIN — The 10 cocaine-related deaths reported in Milwaukee County this year are down from 24 in 1991 and 31 in 1990. Officials said young people are more informed about the dangers of cocaine and are less likely to use it. However, statewide confiscations of the drug rose to 1,556 this year from 1,073 in 1991.

Plains States

MINNESOTA — Over 1,000 police officers from around the Midwest attended the funeral of Minneapolis police officer Jerome Haaf late last month. The 30-year veteran was shot in the back during a coffee break Sept. 25. Police say they have no suspects.

MISSOURI — FBI agents charged former Warrenton police officer Tracy Luck, 29, with robbing the First Bank of Warren County in Dutzow. Charges were pending against a second former officer, Steven Friday, 31. Officials say the pair phoned in a phony bomb threat to the Warren County Courthouse to divert attention while the bank was being robbed.

A Clayton police cadet was fired last month as a grand jury investigation

Around the Nation

continued into the fatal shooting of his roommate. Andrew Noto was fired because he failed his probationary period, officials said. Noto, who is being probed in connection with the death of his roommate, Mark Dulle, said his weapon fired accidentally while he was trying to unload it, killing Dulle.

NEBRASKA — Stermann County Sheriff Kevin Long, who pleaded no contest to a misdemeanor assault charge and was sentenced Sept. 11 to 60 days in jail, now faces a recall vote during the Nov. 3 general election. Long, who remains free pending an appeal of the sentence, has refused to step down.

SOUTH DAKOTA — Charges were filed against two people who were arrested Sept. 19 in connection with a five-pound shipment of opium from Thailand. The drug, shipped by mail, is rarely seen in the state, officials said.

The state Department of Transportation has installed 500 radar drones in its maintenance and construction vehicles to slow down motorists traveling through highway construction sites. The drones will emit beeps that will be picked up by motorists' radar detectors, making them believe they are being clocked by radar.



ARIZONA — Correction officials have warned that a proposal by Attorney General Grant Woods to ban television in state prisons could be disruptive. Woods says watching TV does not help inmates to become productive members of society. Correction officials pointed out that TV's are used to broadcast closed-circuit educational programs.

NEW MEXICO — Terry Kearns, 28, an officer for the Shiprock Division of the Navajo Police, accidentally hanged himself in a motel room, according to the results of an autopsy. Kearns was found Sept. 20 with a rolled up towel wrapped around his neck and tied to a partition, police said.

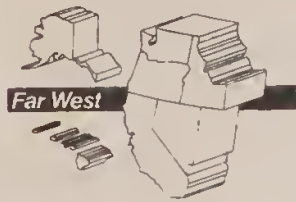
OKLAHOMA — Oklahoma City police have formed a squad to probe 75 unsolved slayings dating back 11 years. The city had a 90-percent solution rate for the 790 homicides recorded in that period, police said, compared to an average nationwide rate of 70 percent.

TEXAS — A man charged with attempted capital murder in the shooting of two Houston police officers Sept. 18 is undergoing psychiatric testing. Calvin Bell, 44, allegedly fired 14 shots at Piney Point Elementary School because he was unhappy over his son's grades.

Dallas police began submitting to random mandatory drug tests Oct. 1, and at least 2,500 officers are expected to be tested during the next fiscal year. Members of the department's Narcotics Bureau, Special Services Bureau, Tactical Division and appointed officials were the first to be tested.

UTAH — Provo police officers erected a grave marker for Baby Jane, a new-

born whose body was found last February in the Provo River. Detective Brad Leatham, who heads the search for the infant's mother, wrote the inscription on the tombstone, which reads: "Abandoned By Mother, But Not By Us."



CALIFORNIA — A law that requires gun buyers to be photographed and fingerprinted goes into effect in Oakland on Nov. 1. The city of 350,000 has had nearly 150 homicides so far this year.

A task force in Los Angeles probing riot-related crimes is being dismantled because leads have dwindled, officials said last month. The task force, which was created in the wake of the spring riots, has produced two criminal cases.

Robberies targeting South-Central Los Angeles street vendors are on the rise, police say, with 11 reported in the past 2+ months. Police say many of the robberies aren't reported because most of the estimated 5,000 vendors are illegal immigrants.

The Raza Rights Coalition, a Latino group, is patrolling San Diego streets with video cameras in an effort to document police brutality. Organizer Paul Aceves said the group has no faith in police review boards, but has not yet documented any brutality incidents.

A Los Angeles police lieutenant is suing former Police Chief Daryl Gates for \$30 million, claiming Gates slandered him when he criticized the lieutenant's actions during the spring riots. Lieut. Mike Moulin, who has been on paid, stress-related leave, said the statements Gates made about his conduct were false and defamatory and severely damaged his reputation.

HAWAII — Hilo police made their first arrest under the state's new stalking law, which forbids people from harassing others by following or threatening them. Roy Silva was charged with making terroristic threats against an 18-year-old woman.

IDAHO — Judges have dismissed 11 drunken driving and drug and traffic cases because the arrests were made by Hayden Lake Police Chief Jason Felton, who has never completed the mandatory Peace Officers Standards and Training Academy, according to a newspaper report. Felton, who has been Chief since 1976, denies he is not certified.

OREGON — Police have identified two skinheads as suspects in the fire-bombing deaths of two homosexuals, one of them black. Hattie Cohens, 29, and Brian Mock, 45, of Newport, died Sept. 26 after being trapped in their basement when the suspects allegedly tossed a Molotov cocktail into the house.

WASHINGTON — A fire last month at the Monroe Eagles Hall, where 125 people were attending a dance, was among six deliberately set during the weekend of Sept. 18-20. Forty arson fires have been set in King and Snohomish counties in the past few weeks.

DoJ seeks to end confusion over uses of seized assets

"Legitimate law enforcement purposes" at issue

The Justice Department is expected to issue new guidelines governing the use of funds from asset forfeiture programs, in order to clear up "vague and confusing" rules outlined by DoJ and the U.S. Customs Service on the proper use of seized and shared assets — in particular, the question of what constitutes a "legitimate law enforcement purpose" for such funds.

The action comes following recommendations by the General Accounting

ture (EOAF), which runs the Justice Department's asset forfeiture program.

A GAO report released in August found "vague and confusing" guidance on acceptable uses for funds derived from the programs. The programs, created by Congress as part of the Comprehensive Crime Control Act of 1984, were intended to punish and deter criminal activity by depriving criminals of property and cash linked to illegal activities. The Justice Department was granted the authority to transfer forfeited property and cash to state and local agencies that directly participate in law enforcement activities that lead to seizures.

While the statutes do not address how the shared assets are to be used, Justice and Customs program guidelines require that the funds be used for law enforcement purposes and to increase, not supplant, existing resources. Because state and local agencies have "broadly interpreted" the guidelines, the GAO recommended that a consistent policy for both programs be developed.

"A 'legitimate law enforcement purpose' for the Customs Service is sometimes an improper 'pass-through' for the Justice Department," said Representative Robert Wise (D.-W.Va.), referring to the practice of one agency distributing shared assets to another entity.

Asset seizures generate controversy of a different kind in Florida.
See Page 7.

Office, which said provisions on the proper usage of the funds should be "revised, clarified, and interpreted consistently" so that the asset-sharing programs administered by DoJ and the Customs Service "operate under the same guidelines."

"We've been pointed in this direction for some time and we're about to put out some new guidelines to provide a little more detail to the state and locals, specifically in terms of what they can and can't do with the Federal sharing money. It will establish some more detailed accounting controls and audit requirements," said Cary Copeland, director and chief counsel of the Executive Office for Asset Forfeiture (EOAF), which runs the Justice Department's asset forfeiture program.

Police review board issue riles New York City PD rank-and-file

A proposal by New York City Mayor David N. Dinkins to appoint an all-civilian complaint review board, whose members would have broad powers to investigate alleged police misconduct, has deepened a rift between the Mayor and the politically powerful Patrolmen's Benevolent Association.

A boisterous PBA-sponsored rally last month to protest the proposal was a blatant example of just how wide the gulf between the Mayor and the police union has become. As many as 10,000 off-duty police officers — some of whom were allegedly drinking alcohol and directing racial epithets at the city's first black mayor — attended the rally just south of City Hall on Sept. 16, one day before public hearings were to begin on the review board proposal.

During the protest, which some observers likened to a near-riot, groups of officers split off from the rally and broke through barricades around City Hall. Others officers rocked cars, blocked traffic on the nearby Brooklyn Bridge, roughed up reporters and photographers covering the event and ignored pleas for calm issued by Chief David Scott, the NYPD's highest-ranking uniformed officer.

After viewing videotapes of the rally, Acting Police Commissioner Raymond W. Kelly on Sept. 28 ordered 42 officers disciplined for their conduct at the four-hour protest. "The unruly, mean-spirited and perhaps criminal behavior of some of the 10,000 participants was an embarrassment to a Department widely respected for its professionalism," Kelly wrote to Dinkins in an interim report.

Kelly added that the apparent unwillingness of on-duty officers to fulfill

crowd-control duties at the protest "raised serious questions about the Department's willingness and ability to police itself. As a result of the PBA demonstration at City Hall, public confidence in the Department has been shaken."

One on-duty officer at the rally allegedly made a racial remark, and the report said that officer had been suspended and will be disciplined. A captain, two sergeants, a detective and 37 officers are also subject to disciplinary action for their conduct during the rally.

[At press time, an officer assigned to the detail at City Hall was suspended for allegedly abandoning his post and taking part in the rally. Another officer was suspended for allegedly blocking the Brooklyn Bridge.]

While the report played down the racial animosity allegedly shown by some of the demonstrators, the incident prompted Kelly to issue a tougher directive that makes the use of racial or ethnic slurs by officers grounds for dismissal. Saying that current disciplinary measures against such behavior had become "insufficient," Kelly said that "proven racial and ethnic slurs, when uttered absent extreme emotional distress, will now warrant termination."

While the protest was billed as a show of police opposition to the Mayor's plan for an all-Civilian Complaint Review Board, the issue is not the only one over which Dinkins and the PBA have clashed in recent months. The PBA publicly denounced the Mayor in several full-page newspaper ads for his actions after a police officer shot and killed a convicted drug dealer in Washington Heights, an incident that sparked days of civil unrest in July. The PBA

Wise, the chairman of the House Subcommittee on Government Information, Justice and Agriculture, which requested the report, added: "While the agencies can agree that new carpet for a local library is not a law enforcement purpose, they disagree as to whether the conditions set for the program allow funding of a non-profit, community-based Crime Stoppers organization.... Too much money is involved and the programs are too important to continue to operate in a confused environment."

Indeed, the financial rewards for some law enforcement agencies under the two programs have been enormous — and for some, a critical source of revenue. From 1986 through fiscal year 1991, the Justice program shared more than \$736 million in cash and \$90 million in property with state and local agencies. Over 3,000 state and local agencies have benefited, with over 25 percent of those agencies located in California, Florida, New York and Texas.

The smaller Customs program shared \$32.7 million in cash and property with state and local agencies in fiscal year 1989, \$29 million in 1990, and \$95.2 million in fiscal year 1991. Most of Customs' revenue sharing went to agencies in Arizona and California. An official of one of the nine agencies that received funds from both programs

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has also taken issue with the Mayor on his refusal to arm the 28,000-officer department with 9mm. weapons, his support for a residency rule and his appointment of an independent commission to probe alleged shortcomings in the department's disciplinary procedures.

In a full-page ad that appeared in local newspapers on Oct. 1, PBA president Phil Canuso apologized to Kelly and "the public at large" for the actions of some of the protesters. But he added that the "emotionally charged" rally was one that "had to take place" and it "sent a strong message" to Dinkins.

"The outpouring of visceral emotion that recently erupted at City Hall is vividly symptomatic of a police force suffering through a morale crisis. And the Mayor cannot relieve the crippling effects of such a convulsion by making an entire force withstand his charges of racism and hooliganism.... People who risk their lives in the performance of duty deserve a better measure of understanding," said Canuso.

At press time, Dinkins had announced a new way to resolve some complaints of misconduct against police by using mediators to help settle disputes before they reach the Civilian Complaint Review Board. A spokesman for the Mayor, Leland T. Jones, said "face-to-face" meetings between a complainant, the officer and a mediator could become a vehicle to allow some disputes to be resolved quickly.

Dinkins cited a 1989 study by the Vera Institute of Justice which found that most citizens who file complaints against police are only seeking an admission of misconduct from the officer, not necessarily disciplinary action.

Capital thinking

Add yet another "first" to the resumé of former Houston Police Chief Elizabeth Watson: Last month, she was named the first woman ever to lead the 900-officer Austin, Tex., Police Department.

The 43-year-old police executive reported to duty Sept. 14, but she won't be officially sworn in until Dec. 5. The swearing-in is being delayed so that Watson can remain on the Houston payroll long enough to qualify for her 20-year pension. Until then, Assistant Chief George Phifer, who was named to replace Jim Everett, will continue to serve as Austin's acting police chief.

Watson is currently in Austin conducting an assessment of the Police Department, a task that is also giving her an opportunity to introduce herself to the residents of the state capital. "I'm spending a lot of time in the community and the department, pulling together a strategy articulating the priorities as they are given to me by the people in this city and in the department," she told LEN. "That will enable me to have a plan rather than just start right off the bat with the day-to-day management of the department."

Watson said she has found that Austin residents are extremely concerned about crime. "It's more of a concern than could be justified by the numbers, because crime in Austin is quite low — particularly violent crime. But that's not the perception. I'm trying to get a better understanding of why there is so much fear."

Watson's initial impression of the Austin Police Department has been so favorable that she called the agency "a

"No choice but to leave"

Like his predecessor, county PC calls it quits over budget & politics

Following in the steps his predecessor took less than six months ago — and citing essentially the same reasons — Suffolk County, N.Y., Police Commissioner Robert Creighton resigned Sept. 16, saying county officials refused to allow his input on the manpower-strapped agency's budget.

Earlier this year, Creighton, a 24-year Suffolk police veteran who recently served as chief investigator for the county District Attorney's Office, was named to replace Commissioner Daniel Guido, whose resignation was precipitated by a dispute over funding for the 2,388-officer agency.

Creighton's resignation takes effect Oct. 30.

"It was an honor to come back here, and it kills me to leave, but you simply cannot have what I would call political control over the police department," said Creighton in an interview with LEN. "I feel very, very sad to leave the finest job I ever had, but I felt that under the circumstances, I had no choice."

Creighton said he could no longer in good conscience remain as head of the agency while feeling powerless to stop county officials from

stripping its resources. "The budget is the major source of control in any organization. You have to know what assets you're going to get or what assets you're not going to get. And you certainly should have some input into the budget process. I felt that I had no input into that process, and that things were done without my knowledge or without my input. I thought the best thing I could do would be to make a graceful exit," said Creighton.

The Police Department's budget had been a bone of contention between Guido and former County Executive Patrick Halpin and remained one between Creighton and Robert J. Gaffney, who succeeded Halpin in January. Gaffney has proposed that the Police Department eliminate about 130 positions that are currently vacant, mostly detectives and supervisory personnel. He also proposed putting all police officers on fixed tours, with eight-hour shifts and more night duty, to cut down on overtime. He would also like the State Police to take over some highway patrol duties now carried out by Suffolk County officers.

Artie Cliff, president of the Suffolk Superior Officers Association, told LEN the budget proposal would break down to an elimination of 96 currently vacant

detective slots and 38 vacant supervisory spots, including patrol sergeants, lieutenants, detective supervisors and three deputy inspectors.

Cliff said SOA officials would be taking their case to restore the positions directly to the County Legislature when it begins its budget deliberations. "The philosophy seems to be that we want a re-emphasis on patrol duties, yet here they are eliminating 24 patrol supervisors and five uniformed lieutenants. There seems to be a mixed message here."

The department is already under its authorized strength by as many as 500 officers, Creighton said, and retirements have been filed at a record rate as officers, anticipating pay cuts or salary freezes, leave the agency to protect pension benefits.

Tim Ryan, a spokesman for Gaffney, told LEN that Creighton was kept informed of the County Executive's budget proposals in several meetings with county officials. "On at least seven occasions, he met with Assistant County Executive John Gallagher on matters of the police budget. He also met on numerous occasions with [Gaffney] on the budget," Ryan said.

Gaffney told The New York Times that Creighton "did not like what was

happening, rather than not being informed about what was happening. And when a commissioner feels he cannot implement the provisions of the budget that affect his department, there is only one alternative: resignation."

Creighton predicted that the already low morale among the rank and file would slip even further. The loss of 130 supervisory positions "completely stifles any kind of career path for anybody in the Police Department," he said, and his resignation will leave officers "in a state of confusion."

"They would like to have a boss — whoever he or she is — for a reasonable period of time," Creighton said.

Thomas Tobill, the president of the 1,740-member Suffolk Patrolmen's Benevolent Association, said the union was "surprised and disappointed" by Creighton's sudden resignation. "We've had two commissioners now sending the same message [to the County Legislature]. It appears it's fallen on deaf ears."

At press time, no replacement for Creighton had been chosen, and Ryan said the search for a successor will have "no geographic parameters."

Law Enforcement News

Founded 1975.
A publication of
John Jay College of Criminal Justice,
City University of New York
Gerald W. Lynch, President.

Marie Simonetti Rosen
Publisher

Peter C. Dodenhoff
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Law Enforcement News is © 1992 and published twice monthly (once monthly during July and August) by LEN Inc. and John Jay College of Criminal Justice, 899 Tenth Avenue, New York, NY 10019. Telephone: (212) 237-8442. Subscription rates: \$18 per year (22 issues). Advertising rates available on request. Requests for permission to reprint any portion of Law Enforcement News should be addressed to Marie Simonetti Rosen, Publisher. ISSN: 0364-1724. Law Enforcement News is available in microform from University Microfilms Inc.

well-kept secret in the policing field."

"I've been pleasantly surprised," she said. "This is a very progressive department. They have done a lot to implement community-based policing, so my task is to build on that success rather than make any massive changes."

Watson was offered the job by City Manager Camille Cates Barnett, whom she has known for a number of years. "She contacted me and asked me if I would be interested," said Watson. "After several discussions and a couple of visits to Austin, I decided that I was."

Watson has been affiliated with the Houston police throughout her career, rising from patrol officer to become one of the nation's few female police chiefs in January 1990. She was relieved of her duties last February by Mayor Bob Lanier, but stayed on as assistant chief under her successor, Samuel M. Nuchia.

Watson told LEN she felt "a little bit melancholy" about leaving Houston. "When you spend that much time in an agency, you naturally have a lot of fond memories. But I'm also very proud of the years of service and I feel that I've accomplished a lot, and that's very gratifying."

Watson's husband, Robert, a Houston police sergeant, will be eligible to retire next year, at which time he and their three children will move to Austin.

King, by Koon

Look for one of the first books on the Rodney King beating and its aftermath this month, when a tome penned by Sgt. Stacey Koon, the Los Angeles police supervisor in charge on the night

of the fateful incident, is released by a Washington, D.C., publisher.

"Presumed Guilty: The Tragedy of the Rodney King Affair" is being issued by Regnery Gateway Publishing Co., with an initial printing of 25,000, which "for a small publisher is a lot of books," according to Koon's literary agent, Peter Miller.

Koon, who was acquitted along with three other officers in the incident, in a verdict that sparked widespread rioting, still faces a trial on Federal civil rights violations early next year.

The sergeant had written an earlier account of the King incident and its effect on him, titled "The Ideas of March." The Los Angeles Times divulged the existence of the manuscript about two weeks after the late April-early May riots, and after revealing its contents, Koon was criticized for alleged racial insensitivity. In one reference, he referred to King as "Mandingo," a reference that some view as racially denigrating. He reportedly related his "high" after the beating and recounted other run-ins with criminal suspects in which force was used.

Koon denied the charges of racism as well as suggestions that he was out to profit from the incident. "The reporter was making a political scapegoat out of [Koon]," said Miller. "I can assure you that he's not a racist — although the world wants him to be."

Miller predicted the book would be a best seller that will "go through the roof." But he admitted that the book was a hard sell. "A lot of New York publishers didn't want to publish this book," he told LEN. "The book was written and completed just prior to the American Booksellers Association convention. I went to all of the traditional true-crime houses in New York. They all turned it down."

Enter Alfred Regnery, the owner of Regnery Gateway, who Miller said "loved the book...believed in it, and bought it."

Miller said the 265-page book is not the same one that sparked controversy earlier this year. It has been heavily rewritten and fine-tuned with the aid of co-author Robert Deitz. "The book is a very fair assessment, from a policeman's point of view, of what happened that night. It also has a very interesting appendix which lists dozens of myths that were created about what went on, which should be very important in terms of setting the record straight. [Koon's] point of view has to be heard."

A film version of the book is being discussed, Miller added.

Morale booster

Denver Police Chief David Michaud, who was sworn in Oct. 1 to lead the 1,347-officer Police Department, said he hopes to put behind what he termed "a hard year" for the agency and rally the force to meet new challenges.

Among those challenges, he said, are a four-day visit next year by Pope John Paul II and the opening of one of the largest airports in North America.

Michaud, a former Marine and 25-year veteran of the department, said he has met officers at roll calls with a message aimed at improving morale. "I think we all need a good old dose of Marine Corps esprit de corps," he said he tells his officers. "I'm tired of feeling bad and I know a lot of you are too. By God, let's feel proud about ourselves and our organization again."

In an interview with LEN, the 51-year-old Michaud pointed to several recent events that may have dampened morale. Michaud's predecessor, James Collier, was at the helm for just about a year before he left because of a residency requirement that applies to all mayoral appointees and police officers hired prior to 1979. Collier, who resided in the southern Denver suburb of Littleton, cited personal family reasons for his resignation.

"Change carries with it a lot of uncertainty. People want to know who's running the train and how is this guy going to do it? I suspect that it causes uncertainty in morale," Michaud said.

Michaud said he is holding off on major policy changes until he has a chance to stabilize the department. It has been criticized for slow response times, a situation that Michaud said stemmed partly from a defective computer-aided dispatch system that was taken off line recently. The city is currently shopping for a replacement.

Michaud said the agency must also adjust to the existence of a new civilian review board with independent investigatory and subpoena powers, which the police had opposed. [See LEN, Sept. 30, 1992.] "We have to look at it as a fact of life and treat it that way," the Chief said. "Anything short of cooperation is going to be poorly received."

But Michaud said he thinks the structure of the board approved by the City Council "is one that we can live with in the sense that [a complaint] is only going to go to this review board for investigation after they have reviewed our product. If they see shortfalls in it, they send it back, we tune it up and send it back again. If we finally just reach an impasse where they just don't believe we're doing the job, they can invoke their right to their own investigation."

Retirees aid search for missing kids

What may be a first for the law enforcement field is now in progress under the aegis of the National Center for Missing and Exploited Children.

BURDEN'S BEAT

By Ordway P. Burden

It's a plan to enlist retired law enforcers as volunteers in the search for missing children.

The project's pioneers are now being assigned to missing-child cases, and by the end of the year the NCMEC expects to have 100 volunteers ready to go around the country, according to Ernie Allen, the center's president. The volunteers will be prepared to assist local law enforcement agencies and other organizations in several ways:

- 1 Investigating old cases that have been dormant;

- 1 Providing fast response to a police department that requests help for recent abduction cases;

- 1 Providing security assessments for day care centers, schools, infant wards in hospitals, and other children's facilities;

- 1 Engaging in public speaking and helping to develop community prevention projects;

- 1 Providing expertise in forensics, computer profiling, analysis of evidence, and other specialized functions to police agencies.

The retired volunteers are coming from 11 law enforcement organizations which are helping to develop the program. They are the Alcohol, Tobacco and Firearms Association Retirees; Federal Law Enforcement Officers Association; Fraternal Order of Police;

Major Cities Chiefs; National Association of Police Organizations; National Organization of Black Law Enforcement Executives; National Sheriffs' Association; National Troopers Coalition; Society of Former Agents of the FBI; Society of Former Agents of the Secret Service, and retirees from the U.S. Marshals Service.

Each of these organizations has a member on the steering committee that is closely overseeing the program, Allen said. "We are also asking the participating associations to play a substantial role in screening volunteers so that we can represent to the law enforcement community that these volunteers are highly regarded and respected," he added.

The program is the brainchild of Secret Service Agent John Libonati, who heads the steering committee. Last year Libonati was working as a Congressional Fellow in the office of Senator Alfonse D'Amato (R.-N.Y.). When the family of a Buffalo woman whose three children had been abducted by the noncustodial father wrote to Senator D'Amato to seek help, the case was assigned to Libonati. He was successful in tracking down the children and restoring them to their mother, with some help from the resources of the National Center for Missing and Exploited Children.

Afterwards, recalled NCMEC spokeswoman Julie Caughey Cartwright, Libonati came the center and said, "There are many retired law enforcement professionals out there who have had years and years of working these kinds of cases and may be willing to volunteer their time. Have you ever thought of having a resource

like that?"

That query started the ball rolling, Cartwright said.

Senator D'Amato became interested. So did Senator Dennis DeConcini (D.-Ariz.) and Treasury Secretary Nicholas Brady. At their urging, the Justice Department has appropriated \$171,000 for the program, which will be used to pay transportation and hotel costs for volunteers who come for training at the NCMEC's headquarters in Arlington, Va.

The volunteer program has been labeled Project ALERT (America's Law Enforcement Retirees Team). The NCMEC hopes that some of the volunteers will have skills that small police agencies might not have. Among the first 100 volunteers are a 32-year vet-

eran of the New York City Police Department who spent 17 years in the Missing Persons Unit, and a retiree from the FBI's Laboratory Division who could bolster forensic work.

"The reaction to Project ALERT has been just tremendous," Ernie Allen said. "We've been approached by people in several states asking about setting up in-state Project ALERTs." Senator DeConcini has shown an interest in establishing an Arizona ALERT, which would use retired volunteers to assist police agencies in his state.

More About Crime and Kids: The Kempe National Center for the Prevention and Treatment of Child Abuse and Neglect is in the process of setting up training courses in five states to teach

caregivers how to understand children's sexual behavior. The seminars are part of Kempe's Sexual Abuse Perpetration Prevention project, which is designed to develop children's ability to avoid violence and conflict with the law. The seminars have a personal appeal because they are partly funded by the Florence V. Burden Foundation, of which I am a director.

(Ordway P. Burden is president of the Law Enforcement Assistance Foundation and chairman of the National Law Enforcement Council. He welcomes correspondence to his office at 24 Wyndham Court, Naruet, NY 10954-3845. Seymour F. Malkin, the executive director of LEAF, assisted in the preparation of this article.)

Going to Helena (lunch) bucket:

OT pay dispute heats up

Both sides of a bitter legal battle in Helena, Mont., where police officers have sued city officials for overtime pay for working meal breaks, have filed for a summary judgment that could settle the issue before trial.

The lawsuit was filed last year in Federal District Court by 30 police officers who claim the city owes them overtime pay dating back to 1986 because they worked nine-hour shifts while being paid for eight hours. The officers claim they must remain on duty during meal breaks — in uniform, armed and in constant radio contact — which entitles them to the overtime pay.

Attorneys for both sides in the dispute

filed motions last month requesting that Judge Charles Lovell issue a summary ruling that could lead to a full or partial settlement before the suit goes to trial. A ruling on the matter is not expected for several months.

Officer Russ Whitcomb, the president of the police union, which is not involved in the lawsuit, said the dispute arose from a schedule change in which officers worked six days, then were off for three. The city said that the new schedule reduced the number of hours the officers worked to 36 fewer than the standard 2,080 hours of most city employees.

The city ordered the officers to pay back the difference by remaining on call for training and mandatory meetings, said Whitcomb. "After two years, it started getting under a lot of people's skin and they got upset about it," he told LEN. At the same time, a new labor contract was being negotiated, and language was inserted that said lunch hours were considered part of the duty day and not subject to overtime.

"What would happen is that if you were at lunch and they called you out to take a call, you did not get paid for it. We figured if we're not getting paid for

it — because we're already getting paid for it with our monthly salary — then it must be duty time. If that's duty time, then we're working a nine-hour day, not an eight-hour day. And if we're working a nine-hour day, then we work well over 2,080 hours in the year, and we don't owe them crap — they owe us," said Whitcomb.

The complex legal issues underlying the case involve the application of exemptions under Section 207(k) of the Federal Fair Labor Standards Act, which allows municipalities to work public employees more than the standard 40-hour work week without paying overtime, said Whitcomb.

"Our contention is that there are very specific requirements on how the city can... implement the exemption and be eligible to reap the benefits of it," said Whitcomb. "In our opinion, the city has not correctly implemented it and they have not abided by the intent of the exemption."

"The city's position in this case has been that [the officers] were not sufficiently restricted in their activities during their lunch or meal periods to consider that time compensable work time,"

Continued on Page 10

DNA test kit helps labs keep a handle on quality

A quality assurance standards kit for DNA typing has been developed by the National Institute of Standards and Technology, which says the kit can improve the reliability of the genetic analyses that are increasingly used to identify criminal suspects or link them to crime scenes.

The kit is the first of its kind geared to the DNA "fingerprinting" procedure, the reliability of which has come under increasing scrutiny since it came into wide use in the late 1980's. The quality assurance set, officially known as Standard Reference Material 2390, was developed in NIST's Biotechnology Division with support from the institute's Standard Reference Materials Program and the National Institute of Justice.

The kit was developed to help laboratories that process DNA assess the accuracy of their methods. It includes tubes of male and female DNA molecules extracted from living cells as well as pre-cut fragments of a viral DNA that can be used as a genetic "ruler." It also includes tubes, each containing 3 million human cells from which DNA molecules can be extracted and tested. Laboratories that follow FBI protocols for DNA profiling can use the quality assurance test to assess their performance in each step of the procedure. The set allows labs to determine the precision of their DNA testing procedures within a narrow margin of error.

"If you can run this kit and get these results, then you've got your process under control," said Margaret Kline, a researcher with NIST's Biotechnology Division. Kline added that the tests could also be used by labs to test new technicians' knowledge of the DNA

typing process.

SRM 2390 is available for \$374 from the Standard Reference Materials Program, The National Institute of Standards, Room 204, Building 202, Gaithersburg, MD 20899; (301) 975-6776.



Kristy Richle, an NIST research chemist, uses an electrophoresis gel system to analyze Standard Reference Materials that will help improve quality controls in DNA profiling. (Photo: Mark Helfer)



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Security blanket ordered for cash machines

NYC approves tough ordinance over banking industry objections

Banks in New York City that provide automated teller machines to customers have been given 18 months to improve security measures at the facilities, under a new local law said to be the most stringent of its type in the nation.

The banking industry vigorously opposed the measure, which was signed into law on Aug. 13, saying it would be too costly and would do little to deter crimes at ATM's.

The industry's objections focused largely on the issue of access control. Currently, any card with a magnetic strip will open an ATM door, and bank officials said no technology exists to screen cardholders.

Under the ordinance, a task force of banking and city officials will study for one year how to redesign door locks to restrict entry. After the task force chooses a system, banks would have six months to install it or would be forced to hire security guards. The law also requires that banks have at least one exterior wall of an ATM location constructed of untinted glass, install mirrors that allow customers a rear view and hang signs that outline safety tips.

Banking industry officials said it would cost banks over \$120 million to

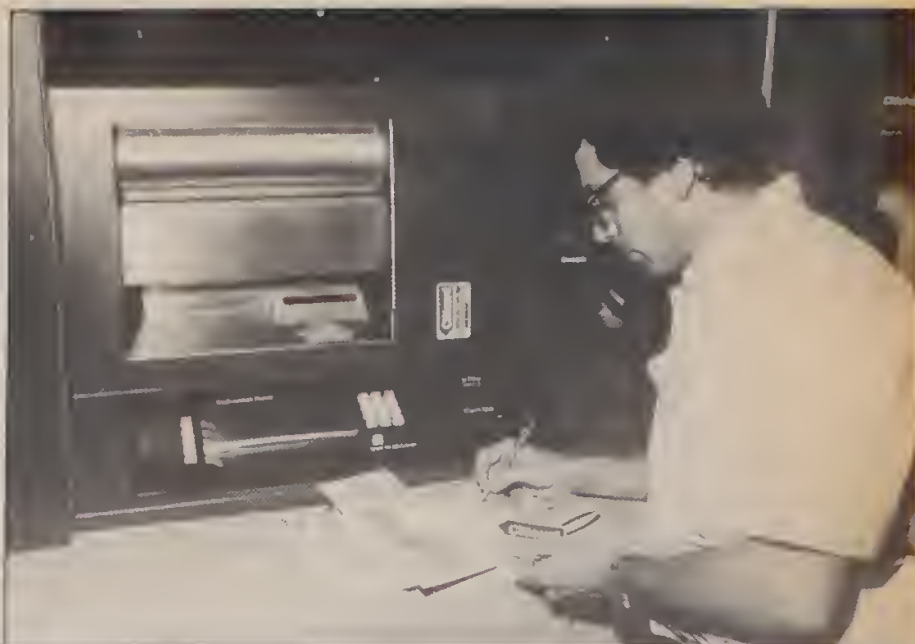
comply with the law, and warned that some of the city's 1,038 ATM locations would be closed as a result. They also accused supporters of seizing on a crime issue in an attempt to curry voter favor in an election year.

Frank Keating, a Bank of New York executive who is the chairman of the American Bankers Association's security management committee, did not return calls from LEN for comment.

According to Police Department figures, 743 robberies and other crimes occurred at ATM locations in 1990 and 1991. The bill gained crucial support after the death on Dec. 28 of police Sgt. Keith Levine, who was off duty when he tried to interrupt a robbery at a midtown ATM location, and was shot to death by a fleeing suspect. The robbery victim was later found to be illegally using a card to get money.

Levine's father, Michael, a retired drug enforcement agent, blasted the banking industry's opposition to the law. "The banks have told you how much it's worth to save a human life," he said, by spending "a hell of a lot of money campaigning against this bill."

Sonia Barbara, a spokeswoman for the American Bankers Association,



One of the 1,038 automated teller machines in New York City, which have come under stringent new security regulations. Banking officials lobbied in vain against the regulations, arguing that controlling access to the ATM's was impossible with current technology. (Wide World Photo)

which opposed the New York City law, said there is no evidence that more stringent security measures decrease crime at ATM's. A 1989 survey by the ABA of 1,200 commercial banks nationwide shows that a crime occurs in less than one of every 1 million transactions, or one every 1 hour and 58 minutes, she told LEN.

California is one of the few states that has mandated security measures at

ATM locations, but the statute is much less strict than the New York City law, said Nancy Badley, a spokeswoman for the California Banking Association. California banks are required to provide adequate lighting, post safety notices and report all ATM crimes to police and to the state Department of Justice. Banks must notify customers about crimes that have occurred at ATM facilities, and ATM's that are the scene

of three or more crimes in a year must be closed or have an armed guard present between sunset and sunrise.

Badley told LEN that it is unclear whether the measure has improved ATM safety in California. Justice Department spokesman Quint Hegner could not provide statistics on the numbers of ATM crimes, which he said are grouped with robberies for statistical purposes.

How many sergeants for one chief?

Police trading cards a big hit

Trading cards featuring members of the Holland, Mich., Police Department, which are being used to improve the image of police in the eyes of kids, are proving such a big hit that police officials say they're having a hard time keeping up with the demand.

Currently, eight officers of the department's community service unit star on the cards, which feature information about the officers' duties and also carry anti-gang or crime prevention messages from the officers.

"Phenomenal," was how Sgt. Robert DeVries, director of the community service unit, described the pilot program, which began last month.

"The officers indicate that they've got kids approaching them now that they've never talked to before," he told LEN. "The officers' goal is to try to get to know as many kids in the neighborhoods as they can, and the cards have really complemented that effort."

DeVries said the 52-officer department modeled its trading card program on similar efforts by the Santa Clarita station of the Los Angeles County Sheriff's Department, as well as a U.S. Customs Service program that featured drug-sniffing canines. [See LEN, Oct. 15, 1991.]

DeVries said the cards help instill feelings of good will between youths and police, and are also an aid to police efforts aimed at steering kids away from crime and gang involvement.

Among those pictured on the cards are DeVries, Police Chief Charles Lindstrom, Det. Randy Terpstra and Senior Officer Rudy Mascorra, the agency's Drug Abuse Resistance Education (DARE) instructor. One message from Lindstrom tells youths that they "are responsible for [their] actions" and urges

them to "make the right choices." A message from DeVries warns kids that drug use or gang involvement "is a sure way to strike out in life."

DeVries said the department plans to order a new series of cards that will picture officers of the traffic division, including Vince and Larry, the agency's crash dummies. Those cards will include traffic safety tips, he said. As for the present series, DeVries said that just about all of the initial 1,000 cards — manufactured at a cost of \$92 — have been handed out. "Most of the officers are coming to me indicating that we need to reorder," said DeVries.

The sergeant added that in Holland, as in many localities, crimes involving juveniles are on the rise, and the willingness of youths to commit violent crimes is of particular concern. Police officials hope the cards, and other departmental efforts, such as DARE, will help turn that tide.

"We're doing everything we can to

address that concern, and this is one option," he said.

About 15 Michigan police agencies are considering using the cards to reach out to kids, and DeVries said he has received inquiries about the program from as far away as New Hampshire.

Sgt. Tom Edgington of the Santa Clarita station in Los Angeles County said the cards handed out to youths were extremely popular when the pilot program was launched in 1990. A series of 137 was produced, and thousands were distributed. Queries about the program came as far away as England, he said, adding that the station hopes to start up the program once again in the future.

"The kids came clamoring for the cards from deputies, which was nice because then the kids were approaching the deputies and it did help break down some of that barrier," said Edgington. "It's a very valuable program and one that's very much worth doing."



Two of the Holland, Mich., law enforcers depicted on trading cards.

Who pays to send cops to college?

In Des Moines, it's drug dealers who pay, through seized assets

Des Moines, Iowa, police officers are getting financial aid for college from an unlikely source — a Police Department scholarship program funded with cash seized from drug dealers.

Capt. Nickolas Brown, the executive officer of the department's criminal investigation division, chairs an eight-member education committee appointed by Police Chief William Moulder in 1991. Noting the "prohibitive" costs of higher education, the panel suggested the novel use for the seized assets. Brown said he believes this to be the first time seized drug money has been used to fund college scholarships for officers.

Brown told LEN that the scholarships, available on a first-come, first-served basis to full-time officers pursuing police-relevant bachelor's, master's or doctoral degrees, will supplement a city-funded tuition reimbursement program that makes up to \$800 a year available to officers seeking higher education. Officers must use their allotment from the city before applying for the Chief's scholarship program, he added.

In addition, officers must have an associate's degree or the equivalent credit hours in order to be eligible for the Chief's scholarship. Other requirements include maintaining a "C" average in selected courses, which must be applied toward a bachelor's or master's degree or a doctorate.

While the Police Department already requires an associate degree in order to be promoted to the rank of

senior police officer and above, Brown said the fund "is a fantastic first step in getting officers to go back to college."

"The committee believed that higher police professionalism is closely tied to formal education," he said. "This is our attempt to increase professionalism, and at the same time, afford an opportunity of financial assistance to individual officers who might want to further their education."

That attitude is already reflected in the high rate of officers in the 400-member force who already have pursued higher education. Brown said about 40 percent of the officers have an associate's degree, and about half of those currently being recruited have an associate's degree or more.

The program is currently a "one-shot deal," said Brown, and it is up to Moulder to decide whether to make the fund a permanent benefit. "I'd just be tickled to death if we used up that whole \$10,000 in January" when a new academic semester begins and about 15 officers are expected to request aid from the fund, Brown added.

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Florida forfeiture law under scrutiny

A Florida state task force began meeting last month to determine if the state's contraband forfeiture law — which has resulted in \$30 million in seizures by police in the past two years — is being misused by some agencies and whether changes in the law are needed.

Most of the Sept. 23 meeting was organizational in nature and used to acquaint commission members with the history of the forfeiture law and review the current allegations.

But one legislator who attended the session, Representative Elvin Martinez (D-Tampa), indicated his intent to seek review of Florida's forfeiture law during the upcoming legislative session, according to Mike Ramage, general counsel to the Florida Department of Law Enforcement, whose commissioner, Tim Moore, is a task force member.

Martinez told LEN he was concerned about allegations that motorists were stopped on the basis of their race, and that a large number of the traffic stops during which cash seizures took place involved minority drivers and passengers. "The law just doesn't address that," he said. "One of the things that might stop that abuse is if the monies were put into the general revenue fund, rather than allow the individual agencies to keep the money."

Law enforcement agencies would have access to forfeited cash "only through the appropriate legislative appropriation," Martinez added. "It would not be through their own little fund." Martinez said he would make no formal moves until the panel's review is complete.

Gov. Lawton Chiles appointed the nine-member task force after The Orlando Sentinel published a series of articles charging that some law enforcement agencies are seizing cash from motorists — on the premise they are suspected drug traffickers — without filing criminal charges against them.

The newspaper's reporting focused on confiscations of cash from motorists

by Volusia County sheriff's deputies, who reportedly have seized more than \$8 million from suspected drug couriers along Interstate 95 since 1989.

The reports alleged that deputies targeted blacks and Latinos with out-of-state license plates in nine of every 10 cases in which money was taken but no criminal charges were filed. Overall, in three out of every four cases, no motorists were charged with crimes. About half of the money was returned to drivers through informal agreements, according to The Sentinel.

In the past, critics have charged that Volusia County Sheriff Bob Vogel's practice of using drug courier profiles to snare drug traffickers — a tactic he developed as a Florida Highway Patrol trooper — was discriminatory. Florida courts, however, have generally upheld the use of drug courier profiles by law enforcement officers. [See sidebar; see LEN, Aug. 15, 1989.]

The Governor's task force will not focus entirely on the Volusia County Sheriff's Department, but rather will examine how the law is used statewide and determine if any misuses have occurred. The panel may recommend changes in the law, which would have to be approved by the Legislature, said David Rhea, a spokesman for Chiles.

"They will be reviewing citizen complaints and recommending legislative action if necessary. They will tell us what needs to be done to make sure that Florida citizens aren't becoming victims of a vague law that invites misuse," Rhea told LEN.

The panel's second meeting is scheduled to take place in Orlando on Oct. 14, when Vogel and witnesses to the alleged misuse of the law are scheduled to appear.

Members of the task force include: Edgar Dunn Jr., a private attorney in Volusia County and former state senator who is serving as chairman; Maj. George Aylesworth, legal adviser for the Metro-Dade Police Department; Maria DeJesus-Fernandez, a lawyer from Winter Park; Wayne Evans, an

attorney for the Florida Highway Patrol and president of the Florida Association of Police Attorneys; Jorge L. Hernandez-Torano, a Miami attorney; Duval County Sheriff Jim McMillan; Tim Moore, Commissioner of the Florida Department of Law Enforcement; J. Hardin Peterson, the Governor's general counsel, and Miami Police Chief Calvin Ross.

Ramage said the task force will examine past scenarios involving traffic stops that have resulted in seizures of cash.

"In some instances, a large quantity of cash is seized for forfeiture based on circumstantial evidence," said the FDLE counsel. "Factors from the deputy's perspective might be that there are two people in the car and the two people give conflicting stories as to where they're going and as to the source of the money. And they will seize it, believing the money is being brought down to purchase drugs or from the proceeds of a drug sale, which brings it under the parameter of the Contraband Forfeiture Act."

In some cases, a settlement will be

reached between the motorists and law enforcement officials, Ramage told LEN. "Part of the money is returned, and the case never proceeds to a final hearing by reason of a settlement. That's a typical scenario that is under review," he said.

The Sentinel's articles raised the possibility that cash is being seized "from people who might have a legitimate explanation for the amount of cash they have with them at the time. Rather than fight the case by going to a full hearing and having to retain an attorney, they enter into a settlement to at least salvage a portion of their cash," Ramage said.

Ramage cautioned that none of the allegations should yet be "accepted as a given."

"The commission is concerned about it and they're going to approach it, but...there's really not been a determination that these incidents were inappropriate," he said.

Florida's Contraband Forfeiture Act is a civil forfeiture statute that is not tied to a criminal conviction, said Ramage.

"It's separate and apart from the criminal case. The burden of proof is less than in a criminal case. You can have a civil forfeiture action in addition to a criminal case or you can have a civil forfeiture action even if charges are not filed and there's no criminal prosecution. Or you can have a criminal prosecution and no civil forfeiture. They are totally independent of each other."

Some task force members believe the statute grants too much latitude to police and may invite abuses. "I think the statute under which they're presently operating needs to be amended. And that's what we're meeting for," said Peterson, the Governor's counsel.

Florida police officials are reportedly concerned that any changes proposed by the task force might endanger an important source of revenue. But task force member Ed Dunn said that the presence of several law enforcement representatives on the panel should help to allay concerns. "Forfeiture laws around the country are being so abused that many good law enforcement officers are pushing for reform," he said.

Drug-busting Sheriff says he welcomes state's review

Volusia County, Fla., Sheriff Bob Vogel, whose high-profile drug enforcement efforts have brought him both accolades and criticism, said he welcomes a review by a state task force that is looking into whether some law enforcement agencies have misused the state's contraband seizure law.

The task force was appointed by Gov. Lawton Chiles after a series of articles in The Orlando Sentinel detailed alleged misuses of the law by Volusia County sheriff's deputies and asserted that traffic stops of suspected drug traffickers were racially biased. Vogel was scheduled to appear before the panel this month to explain his agency's use of the law and refute the allegations.

In an interview with LEN, Vogel maintained that his deputies have acted within the parameters of the law and called the newspaper's articles "skewed." But if the panel concludes that changes in the law need to be made, he will support those changes, he said.

"We respectfully disagree with the facts as they appeared in the newspapers, and we are certainly looking forward to [appearing before] the panel," Vogel told LEN. "We see that as a positive thing. We see that as a way to intelligently look at the application process, to see if there is any fine tuning that needs to be done — both with the statute and with our program as well."

Vogel charged that the newspaper omitted "significant factors" that resulted in only partial accounts of large seizures of cash from motorists by deputies. The paper reported that the agency pocketed some of the cash after reaching informal agreements with motorists that allowed them to avoid criminal charges. Under the statute, no criminal charges need be filed to seize contraband or



Sheriff Bob Vogel

cash from suspected drug traffickers or other criminals.

"Had they printed each of the significant factors that were omitted in the series, the reader would have drawn a different conclusion than they wanted the reader to draw. But again, intelligent people can disagree.... If I agreed with the news media all of the time, I guess I wouldn't be the conservative that I am, and that we law enforcement officers generally are," he said.

Vogel said he felt that the panel's inclusion of a significant number of law enforcement officials will ensure that the law will not be needlessly rendered ineffectual — a concern that has been voiced by other Florida law enforcement officials. "Law enforcement, and certainly most of all of the members of this panel, recognize the benefits of the statute as it's applied universally across the state," he said.

The law is a powerful tool for law enforcement in its fight against drug traffickers, the Sheriff continued, one that "really hits the drug dealer in the

jugular vein." The law is effective against sophisticated drug rings whose operatives are rarely caught with drugs and money at the same time. Those carrying large amounts of cash do so to pay for drugs that higher-ups have "fronted" them, said Vogel. When the cash is seized, "they can't buy drugs nor can they pay for the fronted drugs. Certainly that organization they're purchasing from won't front them another load without being paid first," said Vogel, whose agency has seized \$8 million in cash from suspected traffickers in recent years.

The drug courier profile pioneered by Vogel has also come under fire, even though Florida courts have generally upheld its use. The Sentinel suggested that the practice was discriminatory, citing a review of nearly 150 hours of traffic stops made and videotaped by deputies, in which 70 percent of the motorists were black or Latino. Vogel said the courier profile cannot legally be used as a pretext to make a traffic stop — and his deputies do not use it in that manner.

"What the deputies are doing is stopping a vehicle based on a valid traffic violation," the Sheriff said. "The profile comes into play after the stop. They look for suspicious behavioral actions that have proven reliable in the past — conflicting stories, extreme nervousness, et cetera. We don't care whether they're black, blue, green, orange or purple — if they're transporting contraband, then it's going to be seized."

Vogel said he can point to other cases in which large sums of money being transported by motorists have not been seized by deputies. "We have stopped many vehicles with \$100,000, and people have had legitimate reasons for carrying those sums of money and the money has not been seized."

Inside the Beltway, "carjacking" grabs the Feds' attention

Continued from Page 1

way to turn around what's beginning to be a real escalating problem, we'll spare no expense in equipment and manpower."

Few statistical estimates are available to gauge the extent of the problem because of carjacking's unique mix of armed robbery and auto theft — two separate categories under the FBI's existing crime-reporting guidelines. But the FBI said that its survey of the crime indicated that it was most severe in Houston, Los Angeles, New York City, Newark, Washington, D.C., and San Juan, P.R.

Some police officials say they believe the crime is becoming a fad among young people as a way to prove their bravado. Montgomery County, Md., police Det. Steven Calarco, who studies carjacking for the agency's auto theft unit, told The New York Times that 32 carjackings had been reported in 1992, while none had been reported the previous year. "I think this tends to

show that it's something of a fad," he said.

The newness of the crime provides police with few leads to help solve cases, Calarco said. "We've established no trends in profiles of the victims, no trends as to the type of car stolen, no trends in time of day, day of week, or location. It's a completely opportunistic, violent event."

But law enforcement officials are advising motorists to drive with doors locked and windows closed, to be alert to people and surroundings when parking a car, and leave enough room between cars at a red light or stop sign to pull away if necessary. They also say drivers should carry vehicle registration papers in wallets and that house and car keys be placed on separate rings.

Above all, Sessions advised, motorists should not resist a carjacker. "Try to simply say, 'Yes, here. Take my keys. Take my car. Thank you,'" he said.

Barry, Cronkhite:

Agency management in the post-King era

By Robert J. Barry
and Clyde L. Cronkhite
(First of two parts)

The videotaped use of force by Los Angeles police officers in the now-infamous Rodney King case brought intense scrutiny to police agencies everywhere. The resulting furor has had a psychological impact on law enforcement organizations and personnel nationwide.

The challenge facing police supervisors, managers and administrators is to realize the crucial nature of their roles in positively influencing the future of their agencies and in helping their employees develop coping strategies to deal with the ramifications of the King incident. They must work at improving the organizational environment as well as their management and leadership roles to meet this challenge.

Management may find that this situation is an opportunity to instigate change, where change is needed, and to show support for their employees. Change most often is a product of dissatisfaction; people usually are not motivated to change unless their current status is uncomfortable. Employees become more supportive of change when they see it as a means of reducing their dissatisfaction and of improving their sense of self-worth. This can be an ideal time to enhance the values and mission of police agencies, to renew emphasis on ethics and to promote the community-oriented policing philosophy. These approaches should be considered essential in enhancing morale and the professional esteem of all personnel.

A Value-Based Policing Policy

The primary thrust of a value-based management philosophy is not so much toward prohibitions which restrain officers but toward encouraging employees to weigh their actions constantly in light of the high ethical and constitutional values of their profession. All law enforcement officers are sworn to uphold state and Federal constitutions as well as the traditional Law Enforcement Code of Ethics. The value-based philosophy should be well defined in an employee-accepted mission statement which emphasizes that:

1 Recognition of individual dignity is vital in the free system of law established by the Constitution. All persons have a right to be treated with as much respect as they will allow and

officers have a duty to protect this right.

2 Ensuring the safety and security of all people by providing responsive and professional police service with compassion and concern is of prime importance in every public contact. The move in emphasis from quantity to quality action empowers officers to select an appropriate course of action from a range of options, rather than a few prescribed responses. For example, establish that the measure of success for all employees is not the quantity of work (number of arrests, citations and the like) but rather the positive impact they have on preventing and reducing crime and traffic accidents (which can be measured statistically), and community satisfaction and support (which can be measured through community surveys and public commendations and complaints). The focus must be on innovation and problem-solving rather than reactive response to calls for service.

Community/Client Orientation

Equally valuable to police administrators who wish to improve morale is the philosophy of community-oriented policing. This philosophy provides that police officers and the public they serve have an interdependent and shared responsibility for making communities safe and desirable places to live and conduct business. Rather than playing out an "us versus them" attitude (which is exacerbated in times of negative media coverage), community-oriented policing focuses on building a partnership between the officers and the community. It provides opportunities for employees to come in contact with community members during "non-call for service" situations and creates positive feedback that can overcome the effects of negative or distorted publicity.

The philosophical commitment to community policing recognizes that neighborhood quality of life is of paramount importance in reducing crime, and can best be achieved through a partnership between police and the community. This philosophy is demonstrated not so much by programs as it is by the policies and practices designed and employed to accomplish:

- 1 Increased accountability to the community;
- 1 Reorientation of patrol activities to emphasize service;
- 1 Community-based crime prevention;
- 1 Improved communication with the commu-

nity, and

1 A decentralization of police authority.

Community-oriented policing does not come from public relations programs. It is enhanced, or degraded, in the many "moments of truth" that employees engage in daily. "Moments of truth" describe when the front-line personnel meet the public. It is when an employee answers a telephone call from a citizen, greets a person asking for information at the front desk, issues a traffic citation, handles a call for service at a residence, or makes an arrest. If handled improperly, the contact can erase all the support that a citizen has felt for the police up to that point. Handled appropriately, it can undo all of the wrongs that may have happened to that person before. The sum total of the assessments of these everyday "moments of truth" establishes in the minds of the public a police agency's image in terms of quality service.

Community policing is not a panacea for saving crime-ridden neighborhoods. It can help, but

this philosophy. The essence of this policing approach is the involvement of every member of the department, particularly the line officers. All employees must work as partners with the community and tailor their service to a true understanding of community values.

The institutionalization of this philosophy does not occur overnight, and cannot be forced upon employees that are not convinced of its value in making their jobs more personally rewarding. Institutionalization comes by making the philosophy the central theme of:

- 1 The entire selection process (recruiting, investigating, assessing, and interviewing);
- 1 The introduction of new employees to the department and the chief's personal interviews;
- 1 The recruit training program;
- 1 The selection of field training officers who model department values;
- 1 In-service and roll call training;
- 1 The selection of personnel for desirable as-

"This can be an ideal time to enhance values, to renew emphasis on ethics and to promote community policing. These [are] essential in enhancing morale and professional esteem."

its most significant benefit is in preventing areas from becoming crime-ridden in the first place. It can foster neighborhood unity that enhances the quality of life and makes neighborhoods places where people want to live and work. It can prevent the exodus of law-abiding people, and the influx of absentee owners of property inhabited by people with no real ties to the neighborhood. To be effective, however, adequate personnel must be available to provide a proactive, problem-solving approach — more officers than those required to answer calls for service.

Institutionalizing the Philosophy

If the philosophy of value-based, community-oriented policing is to prevail, it must permeate the entire organization and be accepted by every employee, not just those in command. The assignment of a few crime-prevention officers to Neighborhood Watch meetings is not a demonstration of

signments;

- 1 Personnel evaluation systems;
- 1 The promotional process, and,
- 1 Awards and commendations.

Most important is that the chief, his staff and supervisors constantly model the desired culture/values and focus on a related department mission. In one department it is a common practice for the chief and supervisors to randomly ask employees about their interpretation of the department's mission at roll calls, inspections or while passing in the station hallways. Yearly bonuses have been awarded on the basis of achieving goals relating to the department's mission.

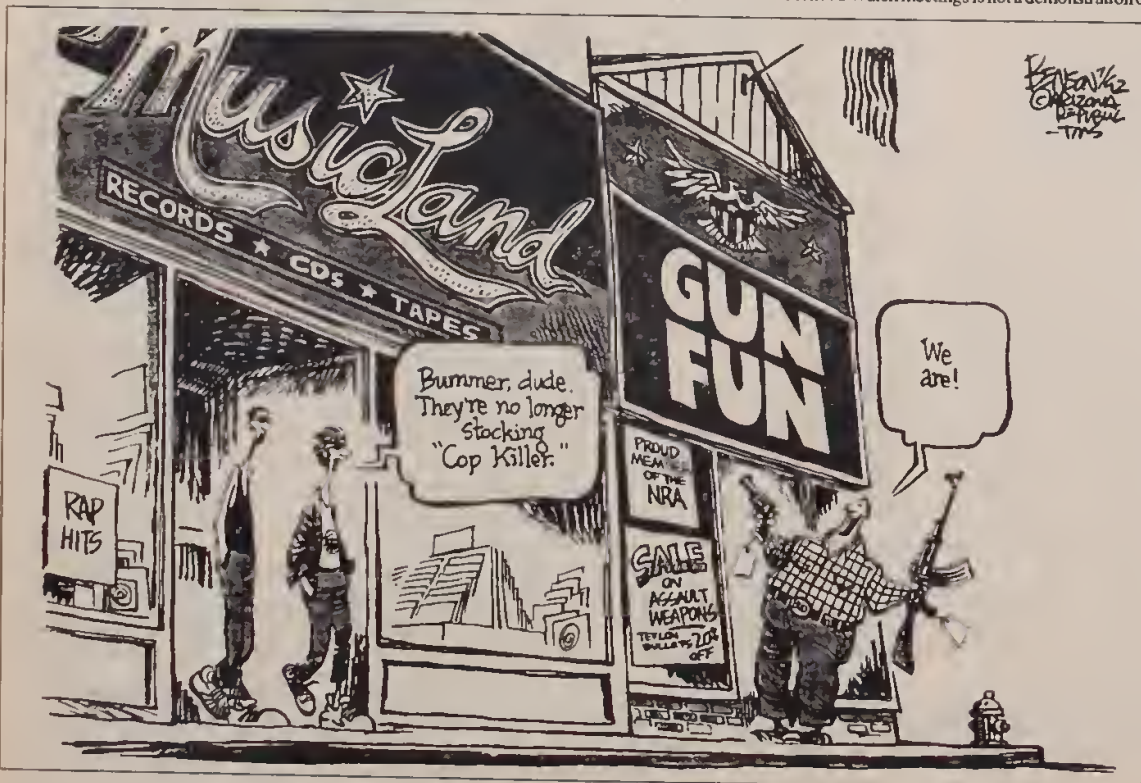
Police employees do not like uncertainty within their agency; they face enough of it on the streets. Consequently, for this philosophy to be accepted it must be presented with certainty and continual emphasis. It must include the whole department and not be implemented in a piecemeal fashion. Acceptance by employees and an improvement in their morale comes about when it is clear that the philosophy is a permanent theme of the department and not just another fleeting program.

In educating personnel to this philosophy, it cannot be presented as a new approach to fighting crime, as a substitute for arresting criminals, or as a conversion of officers to social workers. Law enforcement still has to make arrests, respond to emergency calls, and attend to other essential public safety functions. However, they also work to prevent crime by enhancing ties with the community and improving neighborhood quality of life. It really is a return to the early law enforcement principle that "the police are the public and the public are the police."

Making the value-based, community-oriented policing philosophy the central focus of police employees will foster closer contact between employees and the public, provide more situations for positive feedback, and give officers a cause that can improve their morale and enhance their feelings of self-worth.

(In Part 2: Helping cops cope in the post-Rodney King police environment.)

(Robert J. Barry, a former supervisory special agent of the F.B.I., recently retired as the Director of the Center for the Administration of Justice, Delinquency Control Institute at the University of Southern California. Clyde L. Cronkhite, a former Police Chief of Santa Ana, Calif., and former deputy chief in Los Angeles, is now the Director of the center.)



Peeling away the venire:

What really makes trial juries tick?

Juries and Politics.
By James P. Levine.
Pacific Grove, Calif.: Brooks/Cole
Publishing, 1992.
202 pp.

By Walter M. Francis

The startling acquittal of the Los Angeles police officers in the Rodney King case certainly aroused the American public's interest in the jury system. Most Americans were dismayed at the verdict in light of the eyewitness videotape of the severe beating inflicted on King by members of the Los Angeles Police Department. Even police officers admitted astonishment at the Simi Valley jury's decisions.

The mystery of the outcome of this case would be solved if the public and members of criminal justice organizations took the time to read this work. Author James P. Levine successfully makes the argument that juries are not completely neutral and are influenced by various extrajudicial beliefs and considerations. The personal viewpoints and values of individual jurors are not left at home upon becoming a member of a jury panel. It is impossible for persons serving on juries to maintain complete objectivity in light of the socialization process that has shaped their personal values and beliefs over the course of a lifetime.

The jurors in the LAPD case perceived what they wanted to be based on such personal values and beliefs. In such cases, Levine states, "The evidence is so overwhelmingly one-sided that only one verdict seems plausible, and under such circumstances jurors rarely decide the other way unless they are fanatically committed to the values that would lead to the preposterous outcome." He also believes: "Most jurors are willing to bend over backward to protect police officers accused of misconduct. . . . When it comes to police, jury leniency abounds."

The Simi Valley jurors' decision now appears to fall in line with estab-

lished research performed by the author, and is at least understandable even if unacceptable. The McDuffie case in Miami, which was strikingly similar to the King case, is presented by the author with the observation that it should have been utilized by criminal justice experts to predict both the not-guilty verdicts and the rioting that followed those verdicts. The King case is not an isolated instance, but rather fits a pattern of similar decisions in cases discussed by Levine.

American juries have a tremendous amount of discretion in deciding the cases they hear. Jurors do not have to explain their rationale nor discuss the decision-making process with any external sources. They can effectively nullify laws by disregarding them in making their decisions. They can bring mitigating and aggravating circumstances into the decision-making process. The jury foreman can bring tremendous pressure to bear on other jury members to achieve a result in keeping with the leader's determination of the verdict.

Levine presents a strong case, based on empirical research, on the impact and strength of juror biases. Such biases as racism, ethnic bigotry, religious intolerance, sexism, class bias and homophobia are woven into the discussion, wherein the issue developed is not whether such biases affect jurors but how much they do and what might be done to minimize the effect of such values on verdict outcomes. In light of such biases, it is as important for a defense counsel to keep certain types of people off the jury as it is to see that certain types are included.

Each attorney in a criminal case attempts to pack the jury with supporters and not allow opponents the opportunity to serve on the panel. Levine spends time analyzing the jury selection process and concludes that it is impossible to remove jurors who will bring political and ideological values to bear on their decision-making. The best the system can do, he asserts, is to keep

out the extremists. In the end, who jurors are in terms of their race, sex, class background, religion, etc., will have an enormous impact on what they decide.

The relocation of the King case to a white, conservative, suburban locale such as Simi Valley had predictable results. The jurors chosen to serve in the case reflected the geographic location and the values that predominated there. A jury from South Central Los Angeles would likewise reflect the values of the poor, black community and the results would have been very different.

Levine's book is extremely important to many different groups in our society. Law enforcement agencies should utilize it in training officers to understand why jurors make decisions

which often seem unbelievable. Attorneys can gain a better grasp of the role that values play in jurors' decisions and will help them in their jury selection technique. Citizens can better understand jury dynamics and appreciate the importance of jury duty in the American system of justice. The media can use this knowledge to help educate the public about the jury process and the reasoning behind certain incomprehensible verdicts.

Levine has done a great service for the various audiences who should read this work, bringing the jury process out of the closet and demonstrating through empirical research the importance of one's values in determining verdicts. He brings an end to the myth of the value-free jury. The pluralistic makeup of American society and the wide vari-

ation of values found in different locales and segments of society cannot be eliminated in the jury process.

The implications for every case decided by a jury are tremendous, and if justice is to be served, the participants in the legal process must be aware of the ramifications of who the individual jurors in each case are and what values they hold. Levine's work provides an enlightening analysis of the jury process and offers methods for improving the performance of trial juries. This highly recommended book is an extremely valuable contribution to the American legal process.

(Walter M. Francis, Ph.D., is an assistant professor of criminal justice at Central Wyoming College in Riverton, Wyo.)

Not seeing eye-to-eye, commentators go toe-to-toe

Taking Sides: Clashing Views on
Controversial Issues in Crime
and Criminology (2nd ed.).

By Richard C. Monk.
Gulfport, Conn.: Dushkin
Publishing Group Inc., 1991.
362 pp., \$10.95.

By John T. Hill

This book consists of 38 different essays providing pro and con perspectives on 19 different issues pertaining to crime and criminology. The issues presented fall into one of four broad topical areas that comprise the book: crime definition and causes; measuring crime; social control and the criminal justice system, and future trends. The essays provoke thought about some fundamental issues in crime and criminology, as well as some newly emerging themes.

Richard C. Monk has assembled the essays for this book from a great variety of noteworthy sources, including Emile Durkheim, James Q. Wilson, Richard J. Herrnstein, Supreme Court Justice Antonin Scalia, and others. These essays have evolved from over four decades of study of crime and criminology.

The work begins with fundamental issues—for example, "Is crime functional?" Yes, says sociologist Emile Durkheim, whose essay explains that

crime is an element in all societies because it reaffirms moral boundaries and can even assist in realizing positive social changes. No, says philosopher Jeffrey Reiman, who debates that crime is functional not because it promotes social solidarity but because it provides an ideology to justify the status quo.

Addressing the question "Is the criminal justice system racist?" the affirmative view is presented by criminologist Adalberto Aguirre Jr. and professor David Baker, who insist that racial discrimination is a factor in death sentences. They are countered by criminologist William Wilbanks, who defends the American criminal justice system, acknowledging that there may be racist practitioners, but contending that overall the system is fair.

Future trends are addressed in the context of issues like "Do boot camps work?" Here, scientist Doris MacKenzie and college professors Larry Gould, Lisa Riechers and James Shaw examine several boot camp-style prisons and find them to be humane, inexpensive and helpful. But criminal justice researcher Merry Morash and political scientist Lila Rucker contend that boot camps are inhumane and serve to reinforce violence and other negative reactions by inmates.

Controversial topics are debated, such as "Will drug legalization help the

criminal justice system?" Other topics include plea bargaining, capital punishment for juveniles, gun control, victims' rights, and domestic violence.

Some of the essays can be technical or quite theoretical, but potential problems are minimized with the inclusion of an introduction to each topic, as well as a postscript. The format is designed to provoke thought and seek answers. Suggestions for further reading are provided for each topic.

Monk has been thorough in collecting a variety of essays to present opposing arguments on many controversial issues in crime and criminology. The essays individually, and the book as a whole, provoke thought and stimulate critical analysis of these issues.

(John T. Hill, a police officer in Middletown, N.J., is a graduate student at Jersey City State College.)

Decision-making made easier

The Complete Problem Solver:
A Total System for Competitive
Decision Making.
By John D. Arnold.
New York: John Wiley & Sons,
1992.
\$24.95.

By Thomas E. Engells

In the 1990's, criminal justice professionals face increased performance expectations from their communities. An integral part of their work is the ability to make correct decisions of long-term consequence.

John Arnold's "The Complete Problem Solver" can be a valuable resource in a program to improve decision-making skills. Arnold writes that "our largely unconscious and habitual ways of thinking through choices predisposes us to making decisions that in the longer

run may not be in our best interest."

"The Complete Problem Solver," although pretentious in title, is a comprehensive approach to the rational decision-making process. Arnold defines that process to include three phases: root cause analysis, option analysis, and risk analysis. His decision-making system is methodical, but not pedestrian. It is enlivened by the liberal use of relevant and recent case studies, with each case underscoring an important theoretical point.

This book may bring a sense of order and structure to your decision-making process. While you may not adopt the complete system, this book will challenge you to re-evaluate the method you do use to make important personal and professional decisions.

(Thomas E. Engells is a lieutenant with the University of Texas at Houston Police Department.)

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Revision of asset-sharing plans due

Continued from Page 3

called asset sharing a critical revenue source which accounted for about 10 percent of the department's annual \$10-million budget.

GAO researchers found that agencies used the funds for a wide range of purposes, including salaries and overtime; vehicle leases and purchases; computer hardware and software; drug education programs; payments to informants; off-site undercover facilities and expenses; police dogs; crime lab equipment; communication and surveillance equipment; training expenses; weapons and protective vests; helicopters; telephone bills; damages for liability claims; and building leases and improvements.

Auditors surveyed 15 law enforcement agencies — one state agency, one multiagency task force and 13 police and sheriffs' departments — in states that had received the most forfeited assets in 1989 and 1990. GAO spokeswoman Kathy Seddon declined to name the agencies, saying they had participated in the review on the condition of anonymity. One of the objectives of the study was to compare the responses of Justice and Customs' officials as to whether the two agreed that the funds were properly used by state and local law enforcement agencies. The report

found that in many instances they did not agree.

"In seven out of 20 examples, Justice and Customs did not agree on whether a specific use of shared assets was proper," the report said. "Justice considered all seven to be improper uses of shared assets. Customs said that, generally, all 20 examples fit the broad usage in the applicable example."

In two cases, agencies used donated funds for "victim/witness" and "Crime Stoppers" programs. Officials of the EOAF said that use was improper because it was clearly a pass-through involving the sharing of funds to "non-law enforcement entities," which are barred under the DOJ's interpretation of the guidelines. Customs officials said that Crime Stoppers programs and victim/witness programs were legitimate law enforcement purposes.

Another police department used its shared assets to pay for city employee drug testing. EOAF officials termed that use improper because the drug testing program involved city workers, not just police. But even if the drug testing program involved only police officers, such use of the funds could constitute supplanting of current resources "unless perhaps it was being used only for a trial program or the agency could articulate a proper law

enforcement rationale for the tests," the report said.

Customs officials said the use should be more directly linked to the use of the law enforcement agency. "We would not approve this asset sharing if it was listed in the request form from the law enforcement agency; however, we do feel this is a law enforcement purpose," Customs officials told GAO auditors.

The confusion over the guidelines led state and local agency officials to call for clarifications that would include examples of appropriate and inappropriate uses, and revisions of the program that would impose regular Federal auditing and penalties for abuses.

The report said that increased efforts on the part of state and municipal officials to get a share of the funds prompted concerns among many law enforcement officials whose agencies participate in the programs. [See LEN, April 15, 1990.] "According to officials, the primary reason they need clearer program guidance is because their local governing bodies (i.e., city council and county boards of supervisors) try to gain control over the use of the funds," the report said. One municipality used shared asset funds to buy new carpeting for the public library.

One police chief interviewed by GAO researchers said there should be

more specific policies that clearly outline the appropriate use of the funds and prohibit supplanting because "as municipal budgets get tighter, local governments will be eyeing revenues from every source." Another police chief said the city council, "using very creative thinking," attempted to use the funds to pay the salaries of five drug education officers who had been paid from the general fund. Council members wanted to eliminate the positions for a month, then rehire the officers using the shared funds. The chief disagreed, saying he felt this would be "in clear defiance of the program's intent: that shared assets increase law enforcement resources," according to the report.

EOAF's Copeland told LEN that the GAO's findings and recommendations follow those made in January by DOJ's Justice Management Division, which called for the establishment of an annual report/certification process that would require law enforcement agencies to keep track of sharing account activities throughout the fiscal year.

The management unit also called on EOAF to announce a specific set of audit requirements which agencies would be required to follow, as well as making policy and program guidelines more comprehensive, with specific examples of proper law enforcement

uses and those constituting supplantation.

Copeland said the report's findings do not indicate that the integrity of the program was in question. "This has probably been the most reviewed program in law enforcement," he said. "The General Accounting Office has done a number of studies over the years in respect to the Marshals' management of properties that have been seized and are being held pending forfeiture. Our own Office of the Inspector General has done a number of audits and inspections of the program. We've had a lot of oversight and we welcome that because it's a new program, and like any new program, there's always room for improvement."

Coming Up in LEN:

**An exclusive
cop's-eye view
of the
Rodney King
incident and
its aftermath.**

Only in
Law Enforcement News.

CHIEF OF POLICE City of Tybee Island, Ga.

The City of Tybee Island is seeking a Chief of Police, an appointed position with duties delegated by the Mayor and six Councilmen. Northernmost of the Georgia barrier islands, the town is a beach resort with a year-round population of approximately 4,000. The Tybee Island Police Department has an annual budget of \$500,000 to \$600,000 and 25 full-time employees.

Applicants should be certified police officers with at least five years experience in responsible police supervisory position(s). College degree in criminal justice or public administration desirable but not mandatory. Salary range \$25,000 to \$32,000 per year.

Resumes should be mailed to Rowena B. Fripp, City Administrator, City of Tybee Island, P.O. Box 128, Tybee Island, GA 31328. Deadline for consideration is Nov. 30, 1992, or until job is filled. The City of Tybee Island is an EOE employer with a drug-free workplace policy.

Helena cops say working lunches should include some extra bread

Continued from Page 5

added Tom Hattersley, one of the attorneys representing the officers. "If they were, then they've already been paid for it by virtue of receiving a monthly salary. The police officers take the position that they were substantially restricted and that those restrictions were for the city's benefit — and that should be considered compensable time under the Fair Labor Standards Act."

City Attorney David Hull declined to comment on the case, but Denny Moreen, a private attorney who is representing the city, said: "The city's

defense is that they were relieved of duty within the definitions of the Fair Labor Standards Act, and that the city was entitled by the exemption provided by Section 207(k)."

Hattersley said if Lovell rules in the officers' favor, monetary damages could be considerable, although he could not give an estimate. "There are ancillary issues of whether they were doing [this] in a willful manner or in good faith. If it was willful and wasn't done in good faith, that would extend the period of recovery to three years instead of two years, and also double the damages. When you go back over three years for 30 people with an aver-

age wage of 10 to 11 bucks an hour, you're looking at a fairly substantial amount of money, particularly if its doubled," he told LEN.

Lovell's ruling on the case could have national implications for public safety employees, Hattersley suggested. "This is an area that's a real bone of contention between police and fire [employees] on the one hand, and cities on the other, over how restricted [employees] are [during meal breaks] — whether they're completely relieved of duty or substantially restricted so they should be compensated or whether they're really just taking a meal break and don't deserve to be paid."

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LEN-101592



CAMPUS SECURITY OPERATIONS PEACE OFFICER POSITIONS \$31,000 YEARLY

The City University of New York seeks applicants for Peace Officer positions. Minimum qualifications include high school diploma or equivalent, six (6) years of related work experience, and one (1) year of related supervisory experience; New York State residency and United States citizenship required.

Applications available in person

Tuesdays through Thursdays, 9:30 AM to 4:00 PM at:

The College of Staten Island
St. George Campus
130 Stuyvesant Place
Staten Island, N.Y. 10301
Personnel Office - Room 924

No Telephone Calls

Applications submitted at Queens Colleges will be considered.
Completed applications must be received by
October 29, 1992.

An Equal Opportunity (M/F), Affirmative Action Employer

Upcoming Events

NOVEMBER

2. **Basic Crime Scene Processing.** Presented by Police Training of Cincinnati. To be held in Cincinnati. Fee: \$225.
- 2-3. **Advanced Interviewing Techniques.** Presented by the Criminal Justice Training & Education Center. To be held in Toledo, Ohio. Fee: \$200.
- 2-4. **Field Training Program for Communications Officers.** Presented by the Institute of Police Technology & Management. To be held in Marietta, Ga. Fee: \$325.
- 2-6. **Crime Prevention through Environmental Design, Level I.** Presented by the National Crime Prevention Institute. To be held in Louisville, Ky. Fee: \$365.
- 2-6. **Tactical Team Operations I.** Presented by the Institute of Public Service. To be held in Gainesville, Ga. Fee: \$500.
- 2-6. **Sniper I: Professional Marksmanship.** Presented by the Institute of Public Service. To be held in Gainesville, Ga. Fee: \$600.
- 2-6. **Hostage Negotiations.** Presented by the Institute of Public Service. To be held in Gainesville, Ga. Fee: \$445.
- 2-6. **Forensic Animation of Traffic Crashes.** Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$795.
- 2-6. **Practical Crime Scene Technicians Workshop.** Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$495.
- 2-6. **Criminal Patrol Drug Enforcement.** Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$425.
- 2-6. **Basic Hostage Negotiations.** Presented by the Northwestern University Traffic Institute. To be held in Evanston, Ill. Fee: \$500.
- 2-6. **Field Training Officers Program.** Presented by the Northwestern University Traffic Institute. To be held in Evanston, Ill.

Fee: \$500.

- 2-13. **Advanced Traffic Accident Investigation.** Presented by the Institute of Police Technology & Management. To be held in St. Petersburg, Fla. Fee: \$575.
- 4-6. **DUI Standardized Field Sobriety Testing.** Presented by the Institute of Police Technology & Management. To be held in St. Petersburg, Fla. Fee: \$325.
- 4-6. **Basic Crack Enforcement.** Presented by the Broward Sheriff's Office Organized Crime/Command Centre. To be held in Fort Lauderdale, Fla. Fee: \$100.
- 4-6. **Rape Investigation.** Presented by Rollins College. To be held in Orlando, Fla. Fee: \$225.
- 5-6. **Background Investigations.** Presented by the University of Delaware. To be held in Cherry Hill, N.J. Fee: \$350.
- 5-6. **Tactical Narcotics Intelligence Operations.** Presented by the University of Delaware. To be held in Owings Mills, Md. Fee: \$350.
- 5-6. **Drug & Narcotics Investigation.** Presented by the University of Delaware. To be held in Worcester, Mass. Fee: \$285.
- 5-6. **Investigation of Bribery & Corruption.** Presented by the National Association of Certified Fraud Examiners. To be held in Chicago. Fee: \$450/\$550.
- 5-7. **Prejudice, Racial Discrimination & Gender Equity.** Presented by Leadership Inc. To be held in Scottsdale, Ariz. Fee: \$425.
- 5-7. **Investigation & Prosecution of Parental Abduction.** Presented by the National Center for Prosecution of Child Abuse. To be held in Boston.
- 9-10. **Public Safety Radio Dispatchers' Seminar.** Presented by the University of Delaware. To be held in Richmond, Va. Fee: \$275.
- 9-11. **Managing the Marginal Performer.** Presented by Quantico Group Associates. To be held in Richmond, Va. Fee: \$285.

- 9-11. **Gypsy Culture, Crime & Investigations.** Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$325.
- 9-13. **Tactical Team Operations II.** Presented by the Institute of Public Service. To be held in Gainesville, Ga. Fee: \$525.
- 9-13. **Executive Protection I.** Presented by the Institute of Public Service. To be held in Gainesville, Ga. Fee: \$700.
- 9-13. **Strategies for Juvenile Supervision.** Presented by the Institute of Criminal Justice Studies. To be held in San Antonio, Tex. Fee: \$115.
- 9-13. **Police Applicant Background Investigation.** Presented by the Institute of Police Technology & Management. To be held in St. Petersburg, Fla. Fee: \$425.
- 9-13. **Undercover Drug Enforcement Techniques.** Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$495.
- 9-13. **Advanced TEAM-UP Database Management.** Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$575.
- 9-13. **Police Motorcycle Rider Course.** Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$650.
- 9-13. **Selective Drug Traffic Law Enforcement.** Presented by the Northwestern University Traffic Institute. To be held in Evanston, Ill. Fee: \$500.
- 9-13. **Basic Principles of Human Identification.** Presented by the Northwestern University Traffic Institute. To be held in Evanston, Ill. Fee: \$250.
- 9-13. **Traffic Accident Reconstruction II.** Presented by the Northwestern University Traffic Institute. To be held in Evanston, Ill. Fee: \$500.
- 9-13. **Crime Prevention through Environmental Design, Level II.** Presented by the National Crime Prevention Institute.

To be held in Louisville, Ky. Fee: \$365.

- 9-13. **Advanced Management College.** Presented by the Southwestern Law Enforcement Institute. To be held in Dallas. Fee: \$395/\$495.
- 9-20. **Traffic Accident Reconstruction.** Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$595.
- 9-20. **Police Motorcycle Instructor Course.** Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$1,100.
- 11-13. **Street Survival '92.** Presented by Calibre Press. To be held in Toronto. Fee: \$149 (all three days); \$125 (first two days only); \$85 (third day only).
- 11-13. **Credit Card & Check Fraud Investigations.** Presented by Rollins College. To be held in Orlando, Fla. Fee: \$175.
- 11-13. **Advanced Interview & Interrogation.** Presented by the National Association of Certified Fraud Examiners. To be held in Houston. Fee: \$550/\$650.
16. **First-Line Supervision.** Presented by Police Training of Cincinnati. To be held in Cincinnati, Mass. Fee: \$225.
- 16-17. **Approaches to the Conduct of a Financial Crime Investigation.** Presented by the University of Delaware. To be held in Braintree, Mass. Fee: \$350.
- 16-17. **Interviewing the Sexually Assaulted or Abused Child.** Presented by the University of Delaware. To be held in New Castle, Del. Fee: \$300.
- 16-17. **Communication Center Call-Taker/Dispatcher Telephone Interviewing Techniques.** Presented by the University of Delaware. To be held in Worcester, Mass. Fee: \$275.
- 16-18. **Street Survival '92.** Presented by Calibre Press. To be held in Boston. Fee: \$149 (all three days); \$125 (first two days only); \$85 (third day only).
- 16-18. **Financial Investigation Procedures.** Presented by the Investigation Training Institute. To be held in San Francisco. Fee: \$595.
- 16-19. **Police Interview & Interrogation Techniques.** Presented by the Northwestern University Traffic Institute. To be held in Evanston, Ill. Fee: \$400.
- 16-20. **Advanced Crime Scene Technology.** Presented by the Northwestern University Traffic Institute. To be held in Evanston, Ill. Fee: \$600.
- 16-20. **Practical Homicide Investigation.** Presented by the Northwestern University Traffic Institute. To be held in Evanston, Ill. Fee: \$600.
- 16-20. **Tactical Team Operations III.** Presented by the Institute of Public Service. To be held in Gainesville, Ga. Fee: \$600.
- 16-20. **Executive Protection II.** Presented by the Institute of Public Service. To be held in Gainesville, Ga. Fee: \$700.

in Gainesville, Ga. Fee: \$700.

- 16-20. **DWI Instructor Course.** Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$425.
- 16-20. **Police Executive Development.** Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$425.
- 16-20. **Internal Affairs.** Presented by the Southwestern Law Enforcement Institute. To be held in Dallas. Fee: \$295/\$395.
- 17-19. **Supervision & Management of Analysis.** Presented by the Broward Sheriff's Office Organized Crime/Command Centre. To be held in Fort Lauderdale, Fla. Fee: \$545.
- 17-20. **Sex Crimes: Advanced Investigative & Profiling Techniques.** Presented by Rollins College. To be held in Orlando, Fla. Fee: \$255.
- 17-20. **Tactical Team Operations Management.** Presented by the Institute of Public Service. To be held in Gainesville, Ga. Fee: \$295.
- 18-20. **Law Enforcement Leadership & Supervision Skills.** Presented by Quantico Group Associates. To be held in Fort Fisher, N.C. Fee: \$285.
- 18-20. **Auto Theft Prevention.** Presented by the Institute of Criminal Justice Studies. To be held in Houston. Fee: \$85.
- 18-20. **The Undercover Officer & Investigative Techniques.** Presented by the Criminal Justice Training & Education Center. To be held in Toledo, Ohio. Fee: \$300.
- 19-20. **Management of a Detective Unit.** Presented by the University of Delaware. To be held in Braintree, Mass. Fee: \$335.
- 21-22. **Police Departments in Crisis: Police Misconduct & Public Impact.** Presented by the Police Labor Institute. To be held in Arlington Heights, Ill. Fee: \$195.
- 23-24. **Burglary & Robbery Investigation.** Presented by the University of Delaware. To be held in Wilmington, Del. Fee: \$300.
- 23-24. **Drug Trak III Training.** Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$275.
- 23-25. **DWI Enforcement.** Presented by Rollins College. To be held in Orlando, Fla. Fee: \$165.
- 30-Dec. 1. **Confidence, Con & Bunco Games.** Presented by the University of Delaware. To be held in Cherry Hill, N.J. Fee: \$300.
- 30-Dec. 4. **Crime Scene Evidence Recovery & Preservation.** Presented by Rollins College. To be held in Orlando, Fla. Fee: \$495.
- 30-Dec. 4. **Crime Scene Technicians Seminar.** Presented by the Institute of Police Technology & Management. To be held in Jacksonville, Fla. Fee: \$425.

For further information:

Assessment Center Preparation Institute, Attn: Dr. Jeff Bernstein, 8440 NW 7th St., Pembroke Pines, FL 33024. 1-800-272-5353.

Broward Sheriff's Office, Organized Crime/Command Centre, P.O. Box 2505, Fort Lauderdale, FL 33303. 1-800-633-0282. Fax: (305) 492-1838.

Calibre Press, 666 Dundee Rd., Suite 1607, Northbrook, IL 60062-2727. (800) 323-0037.

Center for Criminal Justice, Case Western Reserve University, Gund Hall, 11075 East Blvd., Cleveland, OH 44106. (216) 368-3308.

Criminal Justice Center Police Academy, Sam Houston State University, Box 2296, Huntsville, TX 77341-2296. (409) 294-1669/70.

Criminal Justice Training & Education Center, 301 Collingwood Blvd., Toledo, OH 43602. (419) 244-6733.

Institute for Law & Justice, Attn: Lisa Cowan, 1018 Duke St., Alexandria, VA 22314. (703) 684-5300. Fax: (703) 739-5533.

Institute of Criminal Justice Studies, Southwest Texas State University, West Campus, Canyon Hall, San Marcos, TX 78666-4610. (512) 245-3030. Fax: (512) 245-2834.

Institute of Police Technology & Management, University of North Florida, 4567 St. Johns Bluff Rd. So., Jacksonville, FL 32216. (904) 646-2722.

Institute of Public Service, 961 Chestnut St., S.E., Gainesville, GA 30501. 1-800-235-4725.

Investigation Training Institute, P.O. Box 669, Shelburne, VT 05482. (802) 985-9123.

Richard W. Kobetz & Associates Ltd., Arcadia Manor, Rte. 2, Box 3645, Berryville, VA 22611. (703) 955-1128.

Leadership Inc., 7418 E. Helm Dr., Suite 268, Scottsdale, AZ 85260. (602) 443-2737.

National Association of Certified Fraud Examiners, Attn: Curtis A. Garner, Conference Coordinator, 716 West Ave., Austin, TX 78701. 1-800-245-3321.

National Center for Prosecution of Child Abuse, c/o American Prosecutors Research Institute, 1033 N. Fairfax St., Suite 200, Alexandria, VA 22314. (703) 739-0321. Fax: (703) 836-3195.

National Crime Prevention Institute, Shelby Campus, University of Louisville, Louisville, KY 40292. (502) 588-6987.

National Organization for Victim Assistance, 1757 Park Rd., N.W., Washington, DC 20010. (202) 232-NOVA.

National Victim Center, 307 W. 7th St., Suite 1001, Fort Worth, TX 76102. (817) 877-3355. Fax: (817) 877-3396.

New England Institute of Law Enforcement Management, P.O. Box 57350, Babson Park, MA 02157-0350. (617) 239-7033.

NIS Inc., P.O. Box 1932, North Little Rock, AR 72115. (501) 374-8565. Fax: (501) 374-0843.

Northwestern University Traffic Institute, 555 Clark St., P.O. Box 1409, Evanston, IL 60204. 1-800-323-4011.

Pennsylvania State University, Attn: Kathy Karchner, 410 Keller Conference Center, University Park, PA 16802-1304. (814) 863-3551. Fax: (814) 865-3749.

Performance Dimensions Inc., P.O. Box

502, Powers Lake, WI 53159-0502. (414) 279-3850.

Police Labor Institute, 603 W. 13th St., Suite 251, Austin, TX 78701. (512) 495-0145.

Police Training of Cincinnati, 5885 Cheviot Rd., Suite 10, Cincinnati, OH 45247-6269. 1-800-733-0181.

Pro-Systems, P.O. Box 261, Glenview, IL 60025. (708) 729-7681.

Quantico Group Associates Inc., 3904 Lansing Court, Dumfries, VA 22026-2460. (703) 221-0189. Fax: (703) 221-3836.

Rollins College, Public Safety Institute, 1000 Holt Ave., #2728, Winter Park, FL 32789-4499. (407) 647-6080. Fax: (407) 647-3828.

Southwestern Law Enforcement Institute, P.O. Box 8707, Richardson, TX 75083-0707. (214) 690-2370.

Space Coast Institute for Medical & Legal Education, 340 Manor Dr., Merritt Island, FL 32952. (407) 723-1555.

University of Delaware, Division of Continuing Education, Attn: Jacob Haber, 2800 Pennsylvania Ave., Wilmington, DE 19806. (302) 573-4487.

Valencia Community College, Governmental Services Program, P.O. Box 3028, Orlando, FL 32802-3028. (407) 299-5000, ext. 3265.

West Virginia Statistical Analysis Center, Marshall University, 1050 4th Ave., Huntington, WV 25755-2195. (304) 696-6258.

Wicklander-Zulawski & Associates Inc., 555 E. Butterfield Rd., Suite 302, Lombard, IL 60148. 1-800-222-7789.

A.D.A. and Police Officer Selection: A Consortium Project

The Center for Applied Behavioral Sciences (CABS) at Penn State University announces a consortium project to address implications of the Americans with Disabilities Act for police officer selection. CABS will draw upon an extensive data base of task and ability analyses and testing practices for police officers. This data base, gathered during a recent EEOC-funded project on mandatory retirement for public safety employees, will be adapted within participating departments to determine essential job functions. An interdisciplinary team of researchers, including experts with extensive police selection experience and representing industrial/organizational psychology, exercise physiology, and occupational medicine, will provide recommendations. Recommendations will include reasonable accommodations for persons with disabilities, and selection testing practices, including cognitive and physical testing and medical and psychological screening. Participating departments will share project costs, producing large savings over the cost of an independently contracted project. For a project proposal and more information on joining the consortium, please contact either Dr. Frank Landy at (814) 865-3312, or Dr. Robert Vance at (814) 865-3313, or write to them at CABS, 207 Research Building D, Penn State University, University Park, PA 16802.

Law Enforcement News

Vol. XVIII, No. 366

A publication of John Jay College of Criminal Justice/CUNY

October 15, 1992

John Jay College of Criminal Justice/CUNY
Law Enforcement News
899 Tenth Avenue
New York, NY 10019



What is this a picture of?

- A. A luxury sports car seized from a drug trafficker.
- B. A source of potential concern for law enforcers and a state-level task force in Florida.
- C. Something that Federal asset-sharing guidelines may offer conflicting advice on.
- D. A potential college scholarship for police in Des Moines.
- E. All of the above.

(If you answered 'E,' go to the head of the class, then see **pages 3, 6 & 7.**)

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